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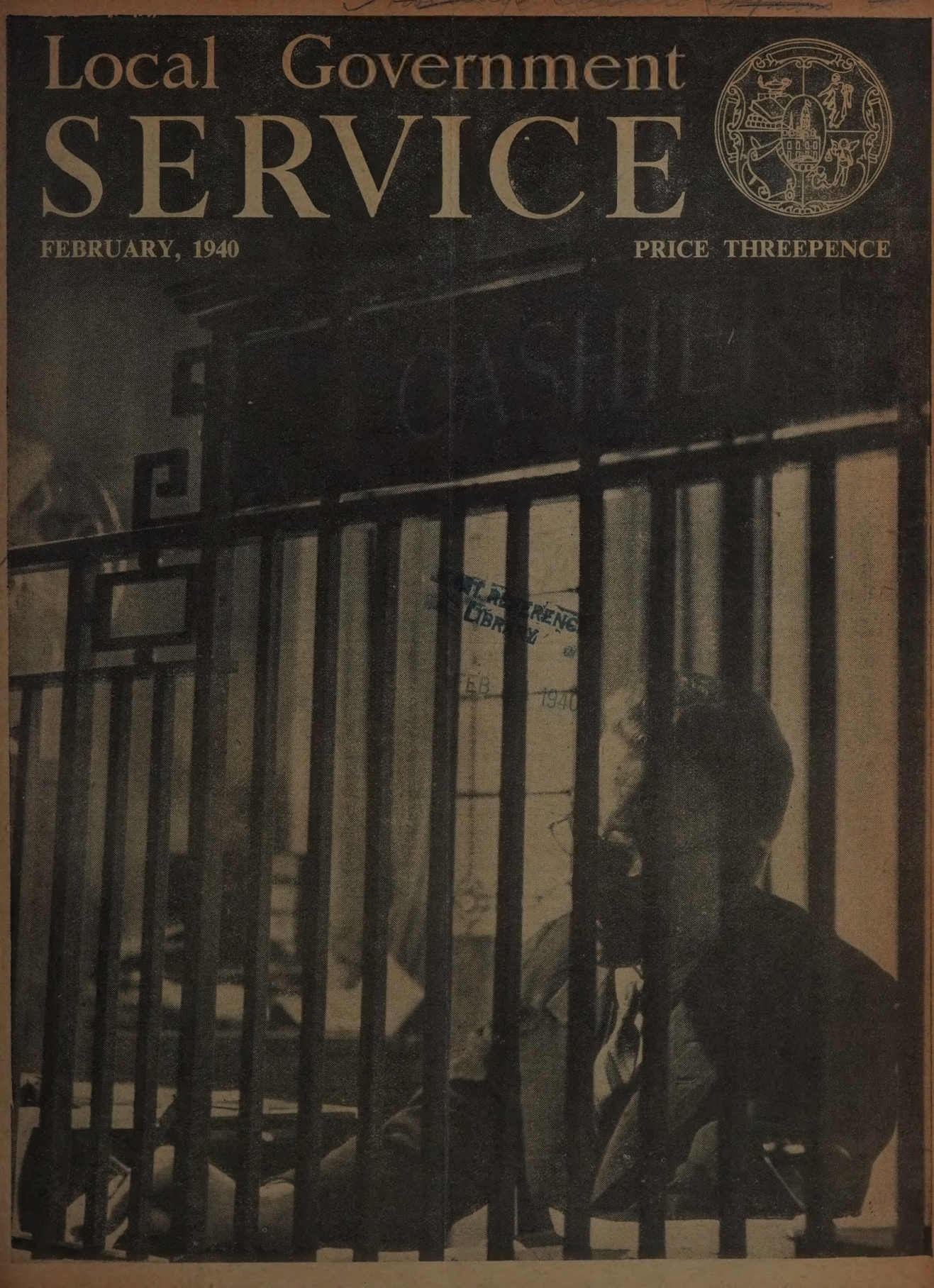

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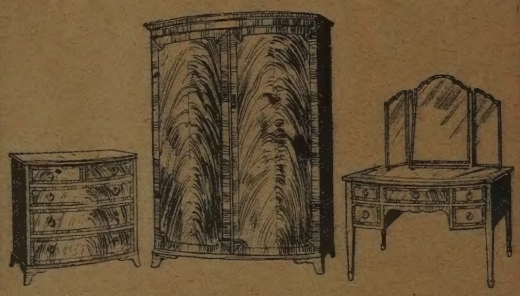

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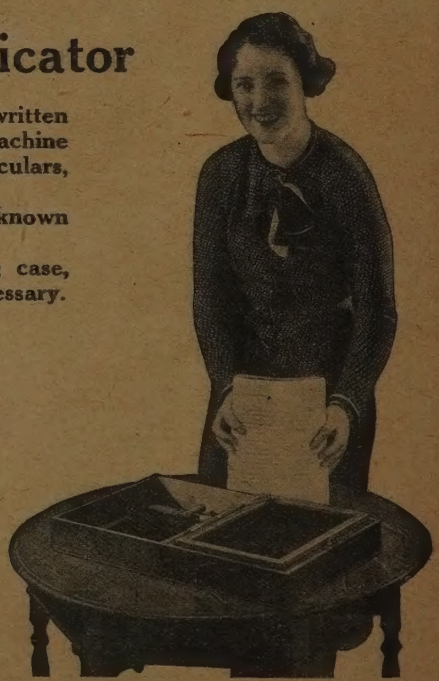

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Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

FEBRUARY, 1940 No. 2 Vol. XX

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NOTES AND COMMENTS

Meeting the Cost of Living Rise

BY the time these lines are read the National Whitley Council will, it is hoped, have adopted, and recommended to all local authorities, through the Provincial Councils, a scheme to counter the effect of the rise in the cost of living upon the pockets of local government officers. This scheme, which provides for a temporary adjustment of salaries, was adopted by the executive committee of the National Council on January 23, after a meeting lasting four hours, and in which N A L G O's representatives played a prominent part. It is being considered by the full Council on February 1.

Briefly, the plan provides for an addition of 6 per cent to all salaries below £300, and of 3 per cent on the next £200. It will work out as follows:

SALARY	ADDITION	SALARY	ADDITION
£100	£ 6	£400	£21
200	12	500	24
300	18	over 500	24

It is intended that the addition should start on April 1, and should remain in force until the position is further reviewed by the National Whitley Council. Should it be approved—and there is every hope that it will be—the next step will be to secure its general adoption by local authorities.

A Difficult Problem

THE problem of securing an acceptable formula so early in the war has been far from easy, especially in view of the firm opposition of the Government to any automatic linking of salaries to the cost of living index. The economic arguments behind the Government's policy are clearly set out by Dr. Sykes in the article we publish this month.

While officers may not agree with all Dr. Sykes says—some, still working 12 and 15 hours a day, will smile ruefully at his suggestion that they might work still harder—they will emphatically endorse his horror of anything likely to lead to an inflation which, apart from its immediate effects, would make superannuation a mockery. At the same time, they may legitimately question the view that *any* increase in wages will lead to inflation. The Government has promised to control prices. It has been slow in starting, but the small rise in the index for January suggests that it is now succeeding. If it does succeed, the demand for further salary adjustments will lose its strength and the position will be stabilised. But if it fails, and prices do rocket, is it fair to ask black-coat workers to endure alone—for we may be sure that workers in industry will not do so.

We are all prepared to make sacrifices—many officers have made substantial sacrifice, of leisure and health, as well as of money, already—but we can at least insist upon some equality, and some consideration for the lower paid.

National Scales as Our War Aim?

IN another article we print this month, a member of an urban district council, while opposing a campaign for general wage increases, makes the point that "now is the time, and here is the opportunity, to gain uniformity of service conditions and to press for increased wages against those councils which are not paying some classes of official a salary commensurate with the responsibility involved.

"What better excuse," he continues, "could be preferred for a claim to bring wages up to standard than the present increased cost of living? It is not claiming that general increase which the Chancellor asked us to withhold, and the guarded words of Mr. Chamberlain may be construed to mean that, while he would not tolerate wage-earners having any fixed percentage increase, he might favour an increase for those whose rates are already inadequate. . . . . Let trade union rates of pay for all, by whatever council employed, and uniformity of service conditions, be the

wartime cry, rather than a general increase-cum-cost-of-living campaign."

With this we heartily agree. For a long time now NALGO has been aiming "in the long run" at compulsory national scales, similar to those enjoyed by teachers, civil servants, and other workers in parallel jobs. Some may feel that the run is proving needlessly long. Could we not make justice for the local government officer through the establishment of genuine national scales our own war aim?

More than ever before, local government is today recognised as a national service. Civil defence has brought both the Service and the officer into the public eye. Last month's messages indicate the high regard in which it is held. What better time, then, for seeking, and obtaining, recognition of the officer's national status through a national salary scale?

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HOW much it is needed was given dramatic illustration by a case which came before the Newport, Isle of Wight, magistrates recently. A clerk, formerly employed by Newport borough council, was charged with embezzlement. With the charges—which the accused denies—we are not here concerned nor, since the case is still *sub judice*, could we properly comment upon them. But we are concerned with the fact, disclosed in evidence, that at the age of 31, after fourteen years' service, this man was receiving a "salary" of 32s. 6d. a week. After deductions for superannuation, insurance, and hospital contributory scheme he received the princely total of 28s. 7d.

He was appointed in 1925 at 10s. a week. This was increased to 15s. in 1926, £1 in 1927, 25s. in 1928, 30s. in 1929, and 32s. 6d. in 1931, since when it had remained unchanged, though both the town clerk and his chief officer admitted that his work had been satisfactory.

Readers will not be surprised to find Newport appearing on our blacklist of authorities which have refused to supplement the pay of their staffs on war service. But mere blacklisting is not enough. Authorities like this, with no sense of responsibility to their employees, should be compelled to mend their ways or go out of existence.

This Year's Conference

AS we hinted last month, there will be no full NALGO conference this year. Even were such a gathering to be allowed—which is doubtful—it would be impossible to organise an assembly of 1,500 people in war-time conditions liable to change from day to day. Instead, the Emergency Committee decided last month to hold a delegate meeting in London—the most accessible place—on Whit-Saturday only. Delegates, restricted to 250, will be chosen by district committees on a basis yet to be decided, and all motions will first need to be approved by district committees. There will be no election for the N.E.C. or honorary officers, and no annual meetings of the ancillaries.

Help for Members in the Forces

SEVERAL branches have now launched schemes to help their colleagues in the Forces. The best of which we have heard this month is that adopted by **Bridlington.** Here a special sub-committee has been formed to look after the despatch of regular parcels to serving members, and the sports committee has given £5 to start the fund.

The branch is appealing to members to give a minimum of half their NALGO subscription each month, and is also seeking donations from non-members. Subscriptions will be recorded on the member's Association subscription card, the back of which has been specially printed for the purpose.

Another admirable plan which we commend to all branches is suggested in a letter from Mr. V. Grainger, N.E.C., secretary of the North-Eastern district committee. He writes:

"If branch secretaries who know of any of their members in the Forces who are stationed in or around Newcastle-on-Tyne will let me have particulars (addressed to the Town Hall, Newcastle-on-Tyne, 1), I shall see if some arrangement can be made to look after them during their stay."

"I am minded to do this," Mr. Grainger adds, "because of the kindness shown to my own boy, who is at Hastings."

We shall be glad to hear, and record, what other branches are doing.

Concession to Students

SOME NALGO members studying for professional examinations will benefit from the recent ruling given by Sir Ernest Wingate-Saul, K.C., in a test case brought by the Ministry of Labour and National Service.

Sir Ernest laid it down that a student should be granted postponement of military service if, after studying for at least a year, he was due to take an examination vital to his career within nine months of the date of registration. A "vital examination" is defined as one marking a critical point or determining a definite stage in a student's career. This definition will apply to most final, and some intermediate, examinations, but must not be interpreted as applying to all necessary examinations preceding a final.

Applications for postponement of service should be made to the local Military Service (Hardship) Committee.

Percy Fox

THOUSANDS of NALGO members all over the country will read with regret of the death, reported just as we go to press, of Percy Fox, the Association's first organising secretary.

Appointed in March, 1919, when NALGO was beginning its great post-war advance, he played a great part in its progress for 16 years, initiating many essential developments in its organising machinery, until ill-health compelled his resignation in 1935. During that period his unfailing courtesy and urbanity, and the self-sacrificing spirit with which he discharged an onerous task, endeared him to local government officers throughout the country. His death at a relatively early age means the loss of a friend who gave his best in the interests of local government officers. Many of them, we know, will join with us in extending sympathy to his widow.

We regret that, owing to restricted space, the woman's page article, reports from the districts, book reviews, and several other features, have been held out this month. All will, if possible, be published in the March number.

OVERHAULING THE MACHINE

THE PEP broadsheet on the mechanism of local government, summarised in the August journal, covered a wide field and raised issues of which some are urgent even in war, and all will be urgent when war ends. While we report elsewhere on the essays invited on these issues, we take the opportunity here of offering some further observations on them.

Of the area problem little need be said; it has attracted so much discussion that other problems may be lost sight of. We may, however, note a growing consensus on its essential elements. Our essayists are alive to the confusion, over-lapping, and difficulty in the co-ordinating of services caused by county-area machinery; and see in ever clearer relief the virtues of the county borough type of government in securing executive despatch, co-ordination of functions, and resourcefulness for new tasks. It is being realised that the virtues of county borough government should not be sacrificed in any approach to regionalism; that an approach to this type of government should be made, possibly in all localities, and certainly in all that are urbanized; and that a policy which has given more and more executive functions to the county councils, particularly when their boundaries are an anachronism, is questionable, to say the least. Mr. Finch follows a growing number in seeing the true line of development to be the establishment of local units with wide powers in the executive sphere, fitting into a regional and national organism for planning.

The topic which, of all those raised by the broadsheet, deserves more attention than it has attracted, is that of the internal organisation of the local authority, particularly the authority of some size, and many functions. Nearly all our essayists draw attention to the extent to which councils concern themselves with small details of executive work and administration, and burke large issues of policy and "planning ahead." This may be due to those deficiencies which PEP notes in the calibre of our councillors, including their lack of experience of the requirements of large scale business and administration. It often rests, however, on mistaken conceptions of democracy, and it is certain that, whoever endeavours to induce a better sense of proportion, or to set up procedure and machinery in our councils which would ensure due differentiation of function, will face the kind of opposition which evokes parrot-cries and is ready with rabble-rousing slogans. These must be countered. While democracy means that everyone shall have a say in what shall be, not all can have a hand in bringing it about, since too many cooks must spoil the broth. Moreover, democracy, in the sense some councillors conceive it, has never existed, and probably never can exist. The moment any task calls for division of labour, and the moment administration calls for differentiation of function, a right of all to do the one job cannot exist.

Granted, however, a council with the right administrative sense, this must still be deployed in a suitable organism. It is not enough to say that the council as a whole can reserve itself for policy and leave the committees to deal with executive work. The council as such is not a suitable body to initiate policy, though it is the right body to arbitrate upon it; nor can the council, without some suitable organ moving it, be a very successful planner. In fact, a large council, unless it has adopted that system of budgetary and financial control which enables its finance committee to take a continuous conspectus of the financial position, cannot even exercise an effective financial control. It is the committees themselves, in the existing system, through which policy and planning must move; and they, no more than the full council, can afford to immerse themselves in the detail of administration or succumb to the perhaps natural predilection of the average councillor to fasten on everything that has a human and personal bearing to the neglect of real business.

There is need, however, for some focal point for executive supervision and initiative in policy and planning amid the shifting personnel which must exercise control. In most places this need could be met if councils used their officers creatively (as Harold Laski, himself no lukewarm champion of democracy, has said they ought to do). In some areas officers must assume so large a burden of executive work that they are hardly in a position to devote themselves to creative changes and to suggestions for planning ahead; and in such places the future may demand some executive organ which could control administration, suggest policy, and put forward the budget; in other words, some form of whole-time municipal cabinet.

One aspect of the problem is especially important—that of departmental co-ordination. This can hardly be secured unless some officer is chief executive officer. Who should this officer be? Though the clerk is regarded as the senior officer, it is not everywhere that, in style or in fact, he is principal executive officer, and some have suggested that a clerk's legal training may disable him for these functions. In these days, however, clerks have to be administrators first, and they secure their advancement perhaps more by their administrative capacity than for their qualification as lawyers. In a constitution which boasts "the rule of law" as one of its cardinal features, it is no doubt an advantage, other things being equal, that the principal executive officer should know how administration must conform to the law.

How should such a principal executive officer work? He cannot hope to exercise co-ordinating functions unless he sees the report of every officer and can tender his observations to council or committee, without of course having power of censorship or suppression. He must know what other officers propose and consider the implications beforehand. It is useless to let a committee discuss a project which may be controlled by legal considerations if the committee does not know what these controls are. It is more important to keep a council out of a mess than to put up a good show in litigation when they are in one; and proposals may contain hidden legal implications which the departmental head could not be expected to know. From every point of view, therefore, reports should go before the principal executive officer beforehand. Herein lies the beginning of departmental co-ordination, if not the end.

COST-OF-LIVING BONUS OR—?

An Economist Looks at the Problem

While NALGO is pressing for an immediate temporary adjustment of salaries to meet the rise in the cost of living, Dr. J. Sykes, Dean of Economics at the University College of the South West, here gives an economist's view of the problem, and suggests a number of alternative policies. We shall welcome the fullest discussion of his conclusions.

HOW is the war going to affect the remuneration of local government officers? What should be the policy of NALGO about salaries and wages? Already the cost of living has increased, and promises to rise further. It is well-known that large numbers of workers in industry and trade have received additional pay to meet the extra burden due to this increase; and the problem naturally arises whether the personnel of local authorities should apply for and receive similar consideration.

It seems reasonable that salaries and wages should be arranged and maintained at such a level that they will always buy a certain fixed quantity of goods and services—in other words, that, when prices of these rise, advances of pay sufficient to compensate that rise should be obtained. And in the later stages of the world war, when the retail price index number calculated by the Ministry of Labour showed a rise of so much per cent, a previously-agreed addition was automatically made to salaries.

But there are objections to regulating salaries and wages by movements of the Ministry's index number. First, this does not measure accurately changes in the cost of living because it does not include *all* the necessary things on which money is usually spent.

Second, the index does not accurately take into account changes in the proportions in which we spend our incomes on different things. As the official announcement says, the index shows—

"the average increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for the effect of any changes in the standard of living that may have occurred since that date."

Third, as the above wording shows, the index applies to the expenditure of working-class families only. And it is well-known that non-working-class families usually spend in different ways and on different things.

Fourth, the index is constructed on the cost of maintaining an average size of family. In fact, the size of family of people generally is only rarely identical with this.

Fifth, costs of living differ in different parts of the country; but the index does not allow for this.

Sixth, the index does not properly take into reckoning changes in the qualities of the various goods and services with which it deals. But it is well-recognised that qualities of food, clothes, household utensils, transport service and other goods and services change a good deal in wartime—usually the qualities are lowered.

These illustrations are enough, perhaps, to show that the story told by the index is not so true as many people believe; and evidently, the defects in the index are too serious to ignore.

Nevertheless, this objection to basing salaries upon the Ministry's index figures is the smallest. A bigger one is provided by economic analysis. Suppose that the wages and salaries of all people in the community were raised when the cost of living increased, what would happen? As a rule, employers generally would find that the costs of labour needed to produce goods and to supply services of all sorts were higher than before. If and when that took place, their profits would be lowered. Normally, this would provoke them to produce less goods—until the falling off in supply caused prices to rise by enough to cover the extra costs due to increases in wages and salaries, and to restore profits to the normal or equilibrium level. This way of stating the argument is subject to various qualifications. But, broadly, it is true to say that higher money costs of production caused by increases in wages and salaries will bring about an increase of prices. And then the whole process will begin again; because still higher wages and salaries would be insisted upon by workers to meet the further rise in prices of goods and services. And—here is the heart of the matter—there would be no stop to the process. So what would happen would be a *continual* rise of prices on the one hand, and of wages and salaries on the other hand.

Having followed this analysis, we may be tempted to argue that, after all, no harm has been done to anyone; and we, as employees, can maintain our standard and ways of living unaltered. But that is untrue. For, on this system, the increase of wages and salaries must always come *after* the rise of prices which provoked it—and some time after. So what actually happens is that wages and salaries are never able to catch up.

A still bigger objection can be raised if we look at the matter not from the angle of ourselves as local government employees, but from the standpoint of the whole nation. A little thinking shows that, work as hard as we will as a nation, and even though we put to work everyone who can work, there is a limit to the total amount of goods and services which we are able to produce in, say, a year. It is true that, by putting people to work who were not employed before the war, we can produce more things than we did then—but not so many more as might at first be thought. For people cannot work without tools, appliances, and machines; there must be sufficient offices, work-places, and factories to accommodate all the workers; and there must also be enough raw materials to keep them fully occupied.

Now, for a variety of reasons too comprehensive to

discuss here, we do not possess enough resources (other than labour) of the different sorts needed and in the places where they are wanted to give full employment to all the extra potential labour supply. To get all these things we shall need to use a considerable amount of the extra potential labour ; therefore the possible increase in the output of consumable goods is by so much reduced.

It is further reduced because the greater part of our raw materials and foodstuffs supply is imported ; and there are many reasons why, in wartime, we cannot import as much as we should like. All these things together mean, then, that we cannot expand the total of production of all kinds by a great deal.

The supplies of goods and services of all kinds which are needed by the Navy, the Army, the Air Force, and A.R.P. are, even now, great ; and as time passes the needs of these services will become colossal. It follows that, if the combatant and defensive services must have ever more and more of the total of goods and services we can produce, the supplies of these remaining to be bought by civilians will fall—and, in time, become considerably smaller than we could buy before the war. If, because prices rise as a result of constantly increasing government expenditure on supplies for the Forces (and of other factors), we civilians clamour for and get increased wages and salaries to offset these higher prices, then prices will go up still further. Actually, we civilians will be competing against the government to get things. Since the government *must* get the things required by the military effort, it will be driven to force up prices still further.

To cut a long story short, in the end the government will win ; it will succeed in getting all its needs satisfied, and we civilians will find that we cannot secure as many goods and services as we did in pre-war years. But the government will have succeeded in its object only at the expense of a very large rise of prices. This rise would almost certainly involve what is known as "inflation." And of all economic horrors this is one of the greatest. For acute inflation generally harms the poor ; it especially hurts people living on pensions and other incomes which do not advance as prices go up ; prices of different things rise unequally, so some people suffer more acutely than do others ; and—in sum—individual persons are so differently affected by inflation that they cannot help becoming very discontented. They may actually become so discontented as to revolt against their lot—and that is one of the surest ways of inviting defeat in the war.

This last argument should serve to show how futile it is for civilians as a body to attempt to maintain their standard of living unchanged during wartime. The issue has frankly to be faced that civilian consumption must be cut down. What, then, you may well ask, do you recommend us to do ? Is there nothing we can do to cope with the situation ?

There *are* certain things which might be done. First, if the total of goods available for civilian consumption is reduced, it is both possible and highly desirable so to arrange matters that the least necessary consumption goods are restricted in supply to a greater degree than the most necessary consumption goods. This, plainly, is sensible. N A L G O would be well advised, therefore, to stand for a policy under which economic resources should be taken away from making less necessary things in order to prevent the supply of more necessary things from falling by as much as otherwise it would have to do : and that is my first recommendation.

How could this be done ? Evidently, it is essential to restrict both the capacity of private persons to demand less necessary things, and the supply of them. The former could be brought about by increasing materially the amount of taxation applicable to higher incomes. Already much has been done by the government in this way. But, to be certain of success, it will be imperative to go further. Alternatively, the same result could be brought about if people would save much more than they did before the war—and, of course, if the richer members of the community would save a large slice of their higher incomes. Such saving could be enforced by the government if it were not done voluntarily. That is precisely what stands behind Mr. Keynes' scheme of compulsory saving.

The reduced production of less necessary things could be brought about by the operation of government control schemes. These would prohibit or greatly restrict the use of economic resources for such purposes, diverting them instead to making more of the more essential goods.

Unfortunately, however, there are limits to this policy. Foodstuffs, for example, are most necessary. But their output may not be increased by much, if at all, in wartime. Indeed, it is probable that the total output will fall. For a substantial part of our foodstuffs is derived from overseas, and the strain of importing large quantities of materials and goods needed for the military effort may be so great as to restrict the transport of foods. Other necessaries of life are imported in considerable measure ; and may be affected similarly.

Further, the military services and military personnel make voracious demands for many kinds of materials and finished goods which normally would be made into civilian or conventional necessaries. The extreme importance of increasing exports, too, will often cause necessary things to be sent out of the country. Nor is it so easy as it may appear to transfer plant, equipment, and labour previously engaged in making less essential things to the production of more essential things. Despite limitations such as these, however, the policy of attempting to expand the production of necessary things at the expense of less necessary and luxury goods is manifestly worth while, and should be one of the planks of N A L G O's programme.

Second, assuming that civilians as a whole will not be able to obtain as many goods and services as they could before the war, it would be a commonsense policy to take steps to secure that those which *are* available are shared as nearly as possible according to need. Otherwise, while some persons and sections will be able to obtain more goods than they really need, others will have to go short. This argument supports rationing. Plainly, a carefully-devised scheme of rationing will make it feasible for each person to get a share of goods and services according to his or her requirements ; it will avoid waste consumption ; and it will make possible the cutting out of undesirable whims and caprices concerning variety of consumption

and thereby simplify the ways of making goods. Besides, if the government would develop controls to regulate the supply of rationed articles, the control over demand which rationing gives would be a valuable means of preventing price rises. The only real drawback to rationing is that it relates to vital necessaries consumed by the poorer people in large amounts; to ration these almost certainly means a reduction in the weekly amounts allowed, and so hurts the poorer people more than the richer. But this could be got over by a scientific scheme. On the whole, then, an extension of rationing would go far to adjust available supplies of essential goods to people's needs, and could keep prices lower than otherwise might be the case. I therefore suggest that N A L G O should support this proposal strongly.

Third, the fact of consumable goods and services being limited in supply during the war suggests that another way of adjusting supplies to individual persons' needs should receive attention. This involves the payment of wages and salaries on the principle of family allowances. It is a fact that some persons—especially, of course, married persons—have to provide for dependants out of their incomes. Others, however, have not. If the latter would forgo part of their income and this were added to the income of the former, plainly the general shortage of consumable goods would, in effect be reduced. This suggests that the policy should be adopted of paying somewhat higher salaries and wages to workers having to support dependants. This could be done by establishing a " pool " to which each worker should contribute, and then paying out of this pool sums over and above usual salaries and wages according to the burden of dependency being carried. I do not necessarily advocate this as a permanent policy, but merely as an expedient to meet the shortage of goods caused by the war; and I commend the principle to N A L G O.

From what has been said already, it should be clear that the wages and salary problem is a *national* one; that is, that it is less useful for any particular group or body of workers to adopt a definite policy than it would be if *all* workers were to act in co-operation. However desirable this may be, however, it is unlikely to be realised on a voluntary basis. There is, therefore, a strong case for intervention by the government. But it would not be equitable for the government to order that all salary and wage-earners alone should have their spending power held down in order to prevent attempts to expand consumption and so force that rise of prices which has previously been shown to be extremely undesirable. Any such command should—in fairness—apply to all consumers. Already the government has gone some way towards this position by increasing taxation. In particular, it has sought to stop a rise in the consumption of owners of private businesses by imposing the Excess Profits Tax. This will markedly affect the incomes which certain classes of people possess. Nevertheless, there are many incomes which it will not affect. What is now needed, therefore, is a general measure which will restrict the spending power of everybody else. One such measure would be a tax on *all* wartime increases of income. This could be so arranged as to cut down the power to spend of each and every civilian and so compel him or her to reduce consumption to the necessary level. Of course, such a tax should be so arranged that the poorest are affected to the minimal extent, and other classes according to their means. And the greatest care should be taken to see that nobody's consumption is cut down by more than the shortage of supplies may render necessary: for it is upon people's productive efficiency that we must rely if we are to exert our maximum war effort.

Such a measure, however, would have many advantages. It would affect every member of the community; it could be so devised as to impose, as nearly as possible, equality of sacrifice; it could be effective in preventing all but minor price rises; being a tax on gains arising out of the war, it would have a mass of goodwill behind it and thereby prevent that social discontentment which other less general measures might provoke. In my view, to support some such tax measure would be a wise and far-sighted move on the part of N A L G O.

A fifth alternative of a similar kidney is the plan under which the government would order a " Stop " on all future increases of wages and salaries. This would prevent future increases in costs of production due to this cause. But it would necessitate a scheme whereby prices and profits and other incomes were subject to a similar order, or gross unfairness would result.

Sixth, suppose that none of the previously-mentioned schemes was put into execution; and that, instead, prices of consumption goods and services were to rise constantly and by considerable amounts. What, then, should N A L G O do? There is one line of policy which would warrant applications for increases of pay with a greater measure of economic justification than others. This would be to undertake that each officer should increase the amount of the work which he or she performed. The justification lies in the fact that, since each person would be making a bigger contribution to the volume of services available to the community, a rise of monetary reward would be merited. Such a policy would involve a reduction in the numbers of local authority personnel. But, presumably, this could be achieved by not fully replacing members of staff leaving to take up military service.

Another way of meeting the problem of higher prices would be to claim increases of pay for the lower grades of service only. To abstain from insisting upon higher remuneration for the senior grades would be a public-spirited policy, since to that extent N A L G O would not be helping to promote a further rise of prices.

The actual mechanism of such salary readjustments is not easy to determine. But there is a strong case against basing claims merely upon changes of the Ministry of Labour index. Not the least part of this case is that the government has already roundly declared against it. N A L G O could make its claim more convincing were it to restrict to the minimum its use of the figures provided by the index, and, instead, circulate a questionnaire to its members asking them to report upon changes in the *actual* cost of living as experienced by them.

It is greatly to be hoped, however, that resort to this last-named policy will not be necessary; that, instead, one or other of the various alternatives will be considered.

PLAN FOR REFORM OF LOCAL GOVERNMENT

In this, the prizewinning essay in the competition announced in August, Mr. BERTRAM FINCH, A.C.I.S., deputy town clerk of Sale, presents a far-reaching plan for the overhaul of local government — a plan which should interest the many officers who are thinking of the future.

THE problems set by P E P, as well as by all genuine critics of local self-government, disclose failings for which there is no one cure. Regionalisation, nationalisation, co-ordination, rate stabilisation, simplification, popularisation—all have their adherents, but all attack the problem from the wrong end. For years, local government practicians and theorists have sought and argued the ideal unit for local government administration, but have forgotten the root basis, the citizen himself. Reviled for his apathy, exasperated by an inexplicable (or unexplained) " rising rate burden," bewildered by incomprehensible overlapping of authorities and departments—small wonder that he feels far detached from the administration of local affairs and becomes cynical, even hostile. Unless, therefore, his interest is revived, local self-government—which is the nearest thing to democracy we are likely to get—is doomed. Compulsory voting would be a grave error, whilst public relations schemes, however astute, will not alone suffice—the British public is already too cynical of propaganda. Public relations must play its part, continuously and consistently, particularly in matters of long-term policy which are often seized upon as " extravagance," but it must not entirely remain subject to the suggestion of " interest."

The first steps in the structural reform and consolidation of local self-government are :

1. **Revival of the Parish,** both urban and rural, as the basic unit of representation, the focal point for local affairs, with minor administrative functions, as for A.R.P., school management, allotments, street lighting ; but chiefly as a basis for greater contact with elected representatives and submission of recommendations to the local authority upon wider issues.

A.R.P. has revealed the great depth of latent neighbourliness even in our most " hard-boiled " suburbs, a spirit which could well be harnessed for wider efforts upon a parish or community basis. This will, in turn, throw up a more truly representative type of councillor and tend to break down what P E P apparently regards as the creation or maintenance of a special local governing class.

2. **Simplified Local Authorities.** Upon natural groups of parishes would be based one or other of three main types of local authorities :

(*a*) Cities (generally, present cities and county boroughs, with some adjustments)
(*b*) Boroughs (other municipal corporations)
(*c*) Districts (existing urban and rural districts)

NOTE.—These titles convey the popular rather than the legal designations—thus boroughs will be municipal corporations, but so also will cities (legally).

These new " local authorites " (and there would be no others) would be deliberative rather than executive bodies, although they would retain managerial functions according to size and status. They would also have the power of *representation upon any public body serving or affecting their area.*

The main purpose of this simplification would be to abolish existing overlapping of authorities in counties, which is now neither justified under modern conditions nor comprehensible to the average citizen ; and to vest greater powers of self-government in each self-contained community. Provisions for regional co-operation, co-ordination, and control are shown later. Cities would have complete executive autonomy, subject to compliance with general planning for the region, and, together with the larger boroughs, would have greater local discretion in financial matters.

Distinctions between urban and rural district would be abolished, inasmuch as the impact of modern science, especially transport, has rapidly changed rural standards and outlook, and the rural dweller is as capable of managing his own affairs as his town brother, instead of relying upon a remote and occasionally benevolent county council. Functions would, however, vary according to the nature of the area. Today authorities of all kinds tend to emulate too much all that is most " advanced " in their prototypes, instead of preserving and perfecting what is best in local characteristics.

Except, possibly, for such purposes as those relating to the administration of justice, county councils would, as administrative bodies, be liquidated over a period of years by the transfer of minor functions direct to boroughs and districts, and of major functions (police, hospitals, education, etc.) to *ad hoc* authorities covering rational areas and constituted of representatives appointed by those boroughs and districts. In certain cases, limited control on a county basis would re-appear in certain of the regional bodies described later ; but most county councils are, with notable exceptions, now complete anachronisms devoid of intelligent relationship with modern conditions.

The present overlapping confuses the citizen and exasperates the more progressive minor authorities by a sense of frustration. The citizen looks to his *local* council, whatever that may be, for help and guidance upon every matter and not to a distant county council shielding behind its powers of precept.

All services cannot be administered entirely by districts and boroughs, or even cities, and there will rarely be complete local autonomy for major functions. These, for optimum efficiency, must rest on bases other than community-interest (e.g. population for education, but geographical for sewage disposal and land drainage). Maximum efficiency being paramount, these difficulties must be overcome by the establishment of

3. **Ad hoc Authorities** for the executive management of major services covering the areas of several local authorities—police, education, hospitals (mental and public health), public assistance, and main roads. Despite criticisms of the principle, the success of such bodies in other spheres (e.g., Metropolitan Water Board, the Port of London Authority, London Passenger Transport Board, Joint Electricity Authorities) justifies their extension upon technical grounds alone, subject

MARS : " Confound this machine—I can't turn it aside or put it out of gear ! "

to greater safeguards of consumer-interests and some modification of the present unchallengeable precepting system by requiring them to submit their annual budgets to the constituent authorities.

The constitution of these bodies would be flexible, to allow of changing conditions, but would remain entirely in the hands of the local authorities concerned, which would thus retain ultimate control and form the contact between service and citizen. The mistake of popular direct election to remote bodies (e.g., county councils) must not be repeated. Who can evoke interest in a Joint Sewage Board election ? Representation must be *through* the local council . . .

Cities, boroughs, and districts would, however, retain executive management of purely local functions—parks, baths, cemeteries, cleansing, streets, housing, and, subject to reciprocal co-operation, of fire-brigades ambulances, and A.R.P. Their powers would also be extended, subject to conformity to the regional plan, in matters of local enterprise by a modification of the doctrine of *ultra vires* and consequent curtailment of the powers of the district auditor where such discretionary expenditure did not exceed, say, a penny rate or was met out of a " Common Good " Fund. The insistence would be upon local *self*-government, with regional higher control as the effective check.

Nor is local government concerned solely with *services*. Its functions are often preventive and protective. These should largely remain with the local authority, subject to the power of the regional body to provide specialised officials where their provision would be uneconomic or financially impossible locally.

Moreover, the psychological effect of partially freeing local authorities from the management of technical services would be to create a less negative attitude of mind (" keeping the rate down ") and to encourage greater interest in forward planning and cultural and social activities.

The extension of the *ad hoc* and co-optative systems would maximise efficiency, diminish departmentalism, and remove vital services from local partisanship.

A host of *ad hoc* authorities suggests greater complexity, greater need for co-ordination. This would be achieved by the establishment, in suitable areas, of

4. **Regional Planning Authorities** or Commissioners. The main purpose of these would be for consultation by, and co-ordination of, all public services, however controlled, in the Region, but chiefly for regional higher control and planning in its widest sense. Few local authorities now work to a master plan or comprehensive long-term policy covering all their activities, largely because their few " key " officials are submerged beneath the spate of day-to-day matters.

Present tendencies in many areas suggest undue concentration upon " amenity " in town planning, with the resultant danger of a standardised suburbia covering the bulk of the country at the expense of rurality and industry. Regional planning implies economic as well as civic planning. Industry and labour would, therefore, be directly represented upon the regional authorities, together with central government appointees and advisers, but the representatives (both lay

and expert) of the cities, boroughs, and districts within the region would predominate.

Areas which readily suggest themselves for regional control are Tyneside, Merseyside, South Wales, and Greater London. The size and unique problems of the last would require a specially constituted body. Are not most metropolitan boroughs now as antiquated in form and purpose as the Vestries they replaced 40 years ago? In fact, few regional constitutions would resemble one another, except in principle and the common problem of the social control of the use of land.

For areas which do not lend themselves so readily to regional higher control—such as the Isle of Wight and Cornwall—the present county councils, suitably reconstituted, would perform co-ordinating functions within their areas.

Finally, regional planning must in turn conform to a national economic master plan. In this way all local authorities would fit more closely as integral parts of the national effort, particularly in such vital functions as trunk roads, education, and water and power supply.

The main reforms accomplished, on evolutionary principles, many secondary problems will have disappeared. Those which remain include:

1. **The Type of Councillor.** The P E P criticism as to "unrepresentativeness" is open to challenge upon wider examination, whilst the increasing tendency to evening meetings enables newer sections of the community to accept office. Payment of expenses to councillors, subject to scale and safeguards, would partly meet the problem, but would open up new difficulties. There is a good case for paying limited allowances to chairmen of district councils, important committees, and *ad hoc* authorities where frequent consultation is necessary, and to members of the regional boards. Under the new "ladder" of authorities, only councillors with experience of local authority work proper would be appointed to *ad hoc* authorities or the regional boards. It must not, however, be overlooked that the function of the elected representative is to see that what is done is reasonable, and not to do the work himself.

2. **The Type of Official.** The case for special provision for the entry of the university graduate into local government administration does not hold water. Many already enter professionally (law, medicine, engineering, education), and there is no evidence that the ordinary graduate is more capable of taking the wide view of any problem than the trained local administrator.

3. **The Suburban Citizen.** The one-vote system based on residence tends to make a man strive to preserve his town as a centre of amenity only and to shut out industry, failing to recognise that the planned satellite town, or the balanced "city" based on a community (Rugby, Oxford, Chesterfield) has a civic soul which the independent suburb will rarely possess. Dual franchise (not without precedent) would deepen his sense of corporate being with his place of work, and enliven his interest in local affairs both at home and at work.

4. **Internal Co-ordination.** This subject requires a separate treatise—or several. Departmentalism, with its attendant dangers, is the crux. The effects are not confined to small internal matters—there are far greater repercussions. There is no one cause, or cure. It is largely a matter of human relationships; but the necessary prelude to co-ordination, and the principal remedy, is effective committee organisation. Inter-committee consultation and joint action are excellent correctives, supported by joint sub-committees. Every local authority, whether now existing or under the "reformed" local government, should appoint a co-ordinating and planning committee representative of all activities.

Co-ordination through committees does not, however, overcome the lack of close contact interdepartmentally on every-day matters. Normal consultation between departmental chiefs should be supplemented by periodic conferences on current major questions. Co-ordination can largely, but not entirely, be effected by the chief financial officer. The task falls more naturally to the clerk, who should be more freely recognised as the chief administrative officer of the authority. A senior member of his administrative staff should concentrate on all new developments and provide the spear-head of attack on any new task, with definite standing and approach to other departments. Complete co-ordination can, however, never be achieved without a trained sense of co-operation by *all* staff. This will come only with definite post-entry training, both theoretical and practical, with opportunities for interdepartmental transfers (not necessarily permanent), and guidance under staff officers. Staff must learn to think in terms of corporation, not department. . . .

Staff problems are too great for analysis here, and already receive constant attention under the watchful eye of N A L G O. What is more important is that most officials, immersed perhaps in routine or complacent with achievement, cannot recognise that local government has already reached the next step in its evolution, and is ready for another great change. . . .

But, as Sir Gwilym Gibbon has said, change should not be sought for its own sake, and "it is not well to be too impressed by mere size . . . as size and efficiency are by no means one . . . whilst in matters governmental, it is dangerous to proceed with reforms merely on theory, however well argued and plausible, *or even by just considering defects which seem likely to be remedied by the proposed reforms.* There are so many intangibles, so many unforeseen consequences, that the best of human foresight is likely to be a poor guide unless supported by facts from proved experience."

DEFENCE COMMISSIONER'S TRIBUTE

GENERAL SIR HUGH ELLES, Civil Defence Commissioner for the South-Western Region, has sent us the following New Year message to readers. Unfortunately, it arrived too late to be printed with the messages of other regional commissioners last month.

"In the South-Western Region we have had to deal with the problems of civil defence and evacuation for a certain number of congested urban areas and also for large stretches of purely rural areas. To meet these widely differing conditions, the resources of our local government machinery have been applied, and I am glad to add my tribute to the splendid work done by local government officers in meeting this formidable and varied task. I send them my sincere good wishes for the New Year."

very free speech

Annual Meeting of the MUCH COWSLIP BRANCH

Reported by "JACKASS"

ONE of the English institutions most admired and least understood is our democratic system. Every Englishman worth the name knows that it is unique and incomparable; that only by his courage, his perseverance, and his cheerfulness can it be saved; and that by the especial virtues of the national character it flourishes here and fails elsewhere. He connects it vaguely with Magna Charta and Habeas Corpus. He will, if need be, die for it.

But he doesn't know what it is.

Ask him and he will respond with a stream of reach-me-down phrases about free speech and a free Press, public trial by jury, no conviction without proof, individual freedom, and the inviolable privacy of an Englishman's home. To him these are the flagships of democracy, and the fact that most of them have been scuttled without trace troubles him not at all. Perhaps he doesn't even know.

Actually, democracy is only a system of periodical meetings. So long as every man in authority must face at fixed intervals an assembly of those who placed him there, an assembly able to criticise, instruct, and if necessary depose him—so long there is democracy. Which is perhaps why we Englishmen who have to die for democracy every twenty years or so avoid meetings like the plague.

The only rule without exception is that there are no rules without exceptions. So it is that in this far-flung England of ours, set like a jewel in a mine-sown sea, there is one outpost where the true spirit of democracy still lives and flourishes. In Much Cowslip, unmoved by the examples of other bodies who are helping to preserve democracy by substituting regional controllers, emergency committees—and similar petty dictatorships, we cling to the old and effete methods of peacetime. We held our annual branch meeting as usual, to ensure that in Much Cowslip at least free thought and free criticism shall not perish from the earth—within the limits imposed by the Clerk's presence, of course. Perhaps his presence does tend to restrict what otherwise might be a feast of reason and a flow of soul, but one cannot have everything. It does ensure that full attendance of dumbly acquiescent handclappers which most branch secretaries regard as the ideal annual meeting.

I should have said that the Clerk's presence usually has that effect. This year, due to the tendency towards rebellion which is the natural reaction to the restrictions of wartime discipline, not even his choleric countenance quelled the bolder spirits.

An innovation was the appointment of Councillor Gumble as Patron of the branch—the idea being to convert our most unrelenting enemy into, if not a friend, at any rate a rather hamstrung critic. A medallion, bearing the branch symbol—a cow rampant, gulls dormant, and a barmaid very sinister—was presented to him by the Clerk, with an illuminated address rhymed in a most attractive style by a poet of distinction. I have my original manuscript by me as I write:

In local governmental art
Thou art indeed a second Bumble
(Though scarce as generous of heart),
Illustrious and noble Gumble.

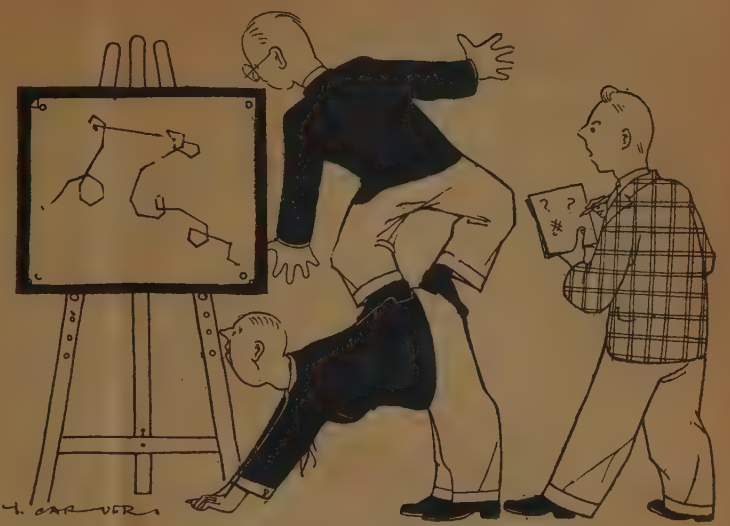
Let but thy favoured neighbour's son
Require a job; he need but mumble
A word and lo! the thing is done
By thee, the mighty Mr. Gumble.

In piteous, beseeching swarms
To thee the needy widows stumble,
To have their widows' pensions forms
Endorsed with the great name of Gumble.

Hail, then, thou patron of our choice!
In accents dutifully humble
We cry with one Cowslipian voice:
"G-Gumble, Gumble, Gumble, Gumble!"

I had to insert the stammer at the beginning of the last line to keep the metre accurate. Unfortunately, instead of "Gumble," most of the audience shouted "Gertcher," which rather spoiled the effect. However,

Councillor Gumble, after explaining what a complete surprise the ceremony was, read the speech of thanks he had prepared. He would be delighted to further the objects of our Association by every means in his power—provided, naturally, that our desires did not at any time conflict with his duties to the ratepayers. He felt quite sure our infallible instinct for the right and proper course would prevent our placing him in an invidious position by opening any negotiations with the council during his patronial year. He would at all times be willing to shoulder the social burdens of his new office by attending our functions (he hoped they would be frequent) as our guest. He hoped and trusted that it would be in order for Mrs. Gumble and the seven Misses Gumble to accompany him on such occasions—also as our guests. He thanked us for the plaque we had given him (actually we had meant it to pass annually from patron to patron)—he would always prize it.



"A completely meaningless diagram . . ."

He retired amid subdued catcalls and, after a brief but spirited discussion about whose idea it had been to appoint a patron, the meeting settled down to business. The annual report and accounts, usually taken as read, were submitted to a ruthless and detailed attack by a trio of young men, led by Blatherpatch, who were registered for military service and therefore, to quote Blatherpatch, " did not care a twopenny reservoir for all the clerks in Christendom.".

There was a preliminary skirmish on an item " Compensation—£20 " in the accounts, but the meeting inexplicably accepted my assurance that it was merely an accountancy term—a book entry representing a compensatory error deliberately introduced to balance accounts which otherwise could not have balanced, one side being £20 less than the other. Although I got away with it this time, it shows the folly of over-confidence. I shall call it " Sundry Disbursements " next time.

The annual report was the main source of trouble. I was rather proud of it, for few men could write forty-seven pages on a year in which the only event had been that one member made a half-day excursion to Croyde Bay and couldn't find it. A telling feature was a completely meaningless diagram showing that the cost of living in 1917 was nearly seven hundred megocycles, whereas the proceeds of a penny rate for the authority produced only four times as much as a farthing rate. The Clerk was able to make good use of these statistics in refuting a suggestion that the cost of living was higher now than it was before prices were controlled up to their current level.

There is a type of mind to which the pure logic of mathematics makes no appeal. Blatherpatch is an instance. By crude addition he had ascertained that the total earnings of the branch membership, excluding myself and the Clerk, had decreased during 1939. In a dignified reply the Clerk pointed out that if we were included in the calculation a slight increase was shown. The whole of the membership being greater than the part, we could justly claim to have sought the greatest good for the greatest number. A vote of no confidence was promptly moved, and the Clerk tendered his resignation as a branch officer. In view of the indecent haste shown in accepting, he withdrew it and called the next business.

A paragraph in the report referred to " that noble spirit of self-sacrifice which had impelled our members to undertake voluntary A.R.P. duties in their leisure hours." Members showed their noble spirit by loud groans and one shouted " Bunkum ! " in a hoarse contralto. Scrimshank, a junior clerk now acting as Honorary Deputy Food Controller and Honorary Deputy Commandant of First Aid Personnel, said that the staff were prepared to make any sacrifices in the national interest provided they were in no way adversely affected ; they were similarly willing to give their leisure freely provided they were paid for it at overtime rates. Duty at the " Lamb and Lion " Control Centre, where snooker, cards, darts, and liquid refreshment were available at a price, could be rather expensive. Long hours there entailed great fatigue—quite the reverse of mental fatigue—because of the hard chairs provided. As there was only one telephone, it was difficult for one young man, however willing, to keep the six inward and six outward lady telephonists fully occupied. He also protested against the fact that these telephonists were receiving £2 per week—much more than his salary.

The Clerk responded fluently and convincingly. Many temporary difficulties were known to exist . . . we must remember that the war had been in progress only five months. He would personally assist in finding the lady telephonists suitable and, he trusted, congenial occupation. As for the difference in earnings, time would remedy that, since in 1953 Mr. Scrimshank, on his present grade, would reach £104 per year—which sounded a good deal better than £2 per week.

Three votes of no confidence and a shouted " Dyke him " were successfully ignored by the Clerk, and then by accident—or rather after trial and error—he stumbled

on the one infallible retort which could reduce our critics to fuming impotence. In reply to a demand from Blatherpatch for energetic action in view of the rising cost of living, the Clerk said curtly: "That is engaging the attention of the National Executive Council and can safely be left to them." Blatherpatch wavered for a moment, opened and closed his mouth three times like a goldfish, said "Thank you" in an indecisive voice, and sat down. One of his supporters rose hesitantly, said "Er—ah—um!" and also sat down. Victory was ours!

"like rows of barrage balloons . . ."

After that it was all plane sailing. The state of the Benevolent and Orphan Fund — usually a topic which produces a dozen pious homilies and assertions (which events continually disprove) that the generous local government officer will never see the fund in need — was curtly dismissed as "a matter for the National Executive Council." The suggestion of a fund to provide comforts for serving colleagues was "better dealt with on a national basis." The problem of excessive overtime was "one of the items already under review by the National Executive Council." Even the responsibility for fixing a date for our annual pie supper was delegated by the clerk to the National Executive Council.

So dispirited was the opposition by these tactics that when the Clerk moved and I seconded the usual vote of thanks to us for our services during the year, no hand except our own was raised either for or against. I was, therefore, able to record the vote as carried, "nem. con." And when the Clerk, in his most honeyed tones, thanked them for their attendance, they sat like rows of barrage balloons which hadn't been topped up for six months.

What a meeting!

What a Clerk!

WAR, WORK, AND WORRY ANTIDOTE

—NALGO APPROVED SOCIETY

Scene—Any Town Hall At Closing Time.

A. (reaching for hat) Time, gentleman, time.

B. For what?

A. A spot of tea before the evening travail.

B. Work again tonight, then?

A. Why not? (patriotically) Are we downhearted?

B. Yes! But——

A. But what?

B. I can't help reflecting that there is some good in a wicked world.

A. (excited) There is? Impart the golden tidings.

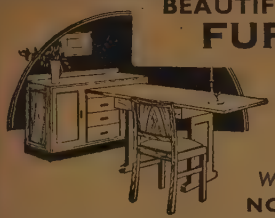
B. (dramatically) 'Tis this. When the strain of life becomes too much, when we fall ill, we are not left alone to perish.

A. Magnificent! Proceed.

B. The man of medicine comes or we are tended in a hospital or the finest convalescent home in the Motherland. But we do not pay. These are benefits of membership of the NALGO APPROVED SOCIETY.

A. Quick, a pen and ink!

B. And a postcard addressed to the *NALGO Approved Society, Croyde, Braunton, N, Devon,* asking for the story of their good deeds—and an application form to join.



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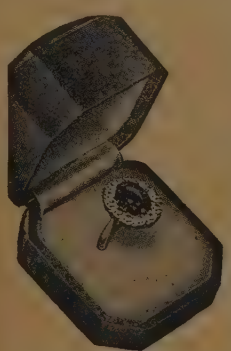

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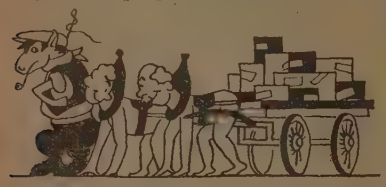
The Human Race

"*Most human beings are born for harness, and are melancholy when out of it too long. Like Wordsworth, they feel the weight of chance desires. The definite routine, the daily necessary task, eliminate the need for self-imposed activity, and they are freed from that irresolution, that temptation to postponement, that degrading*



sophistry of laziness which is the curse of those whose tasks are voluntary and can be performed at any time."

—LOGAN PEARSALL SMITH
in "Unforgotten Years."

* * *

Believe it or not

"Some idea of the progress in anti-submarine work may be gained from the fact that in 1914 British anti-submarine patrols consisted of boats armed with a blacksmith's hammer and canvas bag. The hammer was to be used to smash the submarine's periscope and the bag to be tied over the top of the submarine's periscope in order to blind it."
—*From "Uneasy Oceans" by Kenneth Edwards.*

* * *

This Month's Prize Emergency Order

1730 *The Fatstock, Home-Killed Pork, Meat and Pigs (Provisional Prices) (Revocation) Order, dated November* 30, 1939. 1*d*. (11d.)

God bless these——bureaucrats!

AT RANDOM
By "HYPERION"

"Uncle Joe" said Albert Edward Wiggam, the author, meeting an old darky who was always cheerful, in spite of having had more than his share of life's troubles, "how have you managed to remain so cheerful and calm?"

"Well, I'll tell yo'," replied Uncle Joe. "I'se jus' learned to co-operate wid de inevitable."

—*Matthew N. Chappell in "Forbes."*

* * *

The Dilemma

"Simon says SAVE.
Missus says SPEND.
Tax collector says PAY.
Shopkeeper says BUY.
Everybody says GIVE.
My pocket's EMPTY.
What shall I do?"

* * *

The Pacifist

Woman at Tottenham Police Court: "I'll say this for my husband: he never fights on Sundays. He just reads his paper and refuses to talk."

* * *

Patriotic Down to the Pantees!

These slick little pantees, beautifully embroidered with the "Washing on the Siegfried Line," and the slogan, "England Expects . . ." might come in the category of "improperganda," but as a gift for any lingerie drawer they're certain of a rapturous welcome.

—*Advt. in "Birmingham Post."*

Now and again the provinces sparkle up from their normal inactivity and produce blinding flashes of exquisite humour that cannot be surpassed by mere metropolitan wit.

For instance, take Alderman Terry.

His views on A.R.P. glitter with common sense.

I quote the local Press.

"*Alderman C. Terry said he would not go into a trench for protection from a German bomber, and he thought children would be safer out in the open, dodging the aeroplanes.*"

The kindergarten dodging machine-gun fire from a squadron of Nazi fighters or bombers ought to be a good sight—led by the sprightly Alderman.

Overheard in the Blackout

"*I wonder how it is that some men are so much hairier than others . . .*"

* * *

The Voice of Common Sense

A number of new recruits were doing an army exercise in a London park.

The sergeant was giving graphic instructions to them. "Imagine that there is an emplacement of guns over there, the Germans are over there, and you have got to *get* over there." One private was heard to say, in a very small voice:

"I think we had better surrender, Serg!"

* * *

Philosopher in Love

He was an ardent philosopher
And she was a girl of physique.

He said he was dying because of her,
But she told him she couldn't stand cheek.

Then he recklessly said it was cross of her,
And he hopes to be well in a week.

—A. A. MILNE.

* * *

Foreign Office Comment on the Soviet-German Pact

"Now all the isms are wasms."

* * *

Oi! Oi! Vot a Game it is!

"The application of moral precepts to political problems bristles with notorious difficulties. Aristotle, who wanted to justify slave-owning, thought slavery 'natural.' Rousseau, who wanted to justify his theory of a social contract, held that men were 'naturally' free. Spinoza and Hobbes, who wanted to justify strong government, declared that men were 'naturally' enemies of one another. Modern writers, who want to justify pacifism, argue that man in his 'natural' state lives at peace with his neighbours. It reminds one a little of some of the post-War discussions about disarmament. The Americans and the British, who wanted to get rid of the submarine, thought that it was by nature a pernicious and offensive weapon. (An American admiral once declared that 'civilization demands that naval war be placed on a higher plane' by the abolition of the submarine.) Oddly enough, the French and Japanese took precisely the same view of the battleship, but praised the submarine as a humane and defensive weapon."

—*From "Honour Among Nations" by E. H. Carr in "The Fortnightly Review."*

Rome

A message from Ancona tells a story of how political and patriotic ecstasy has caused a child born in that seaport to have the Fascist symbol of the axe and fasces as a clear birthmark on his side.

* * *

Ripe Howlers

An Aryan is a man who looks different to the rulers of his country.

A contour is the outline of a funny shape, such as a broken coastline or a woman.

The masculine of heroine is kipper.

The seventh plague of Egypt was thunder and ale, but the people were too weary for anything by then.

—Cecil Hunt.

* * *

More Prophecies

Should man at last become as familiar with the air as he has long been with the ocean, will it in its consequences prove a mercy or a judgment? I think, a judgment. First, because if a power to convey himself from place to place, like a bird, would have been good for him, his Maker would have formed him with such a capacity . . . Secondly, I think it will prove a judgment, because with the exercise of very little foresight, it is easy to prognosticate a thousand evils which the project must necessarily bring after it; amounting at last to the confusion of all order, the annihilation of all authority, with dangers both to property and person, and impunity to the offenders.

—From a letter written by the poet Cowper in 1783.

* * *

His War Economy

Clerk at Highgate: "Would you like to pay anything off these arrears?"

Defendant: "I'd love to, but we can't all do everything we want. We must make some sacrifices in wartime."

* * *

"Was this the face . . . ?"

So many dreary things are known about Hitler, Goering, and Goebbels that it is difficult to comment on objects of universal knowledge. We shall content ourselves by mentioning Goering's lion-cub, Goebbels' Jewish grandmother, and Hitler's face.

A nation which could put a face like that at the head of affairs has naturally no sense of humour.

—"Foreigners."

* * *

Fooling The Bombers

A.R.P. Warden: "What's the meaning of this, Jim Higgins—one skylight left absolutely uncovered, glaring in the black-out?"

Old Man: "Ah, don't be so 'asty, zur. Them bombers 'll drop un on the cottage thinkin' Oi'm inside; but 'ere Oi be sittin' on me gate all the time, smokin' me pipe at the bottom of the garden."

* * *

Tailpiece

"In those delicate days a certain lady more distinguished for wealth than correct spelling, wrote to the Chairman of the Peninsular and Oriental Company saying that she was going to India, and that she hoped he could manage to secure her a comfortable *birth*. He replied that he would do his best, but that he could not guarantee her against *mal de mere*."

—From "As We Were" by E. F. Benson.

TOM CAREFREE DEFENDS HIS HOME FRONT

WHAT started Carefree thinking—hard—was the arrival of Carefree Junior. Maybe most fathers-for-the-first-time are taken the same way. Anyway, when the nurse had gone, mother-in-law mercifully departed, and the tumult and the crying ceased, his mind turned instinctively to insurance.

Why? He didn't know! Nor did he know what sort of insurance he wanted. He didn't even know what sorts *existed*, except, of course, car insurance—being a sporting man.

He'd seen prospectuses; pages and pages of figures and tables, but they all looked the same to him. And he hadn't worried. Why should he? "Life's too short," he had said, "to give myself headaches over insurance."

But *now*, it was different. All he knew was that he could just afford 10s. 6d. a month—roughly the amount of his last rise.

* * *

It was with furrowed brow and chewed penholder, doodling sums on his blotter, that the local Nalgo Provident Society man found him. A kind inquiry from the latter made him open his heart: the whole story came out. The N.P.S. man listened sympathetically. Here was a problem after his own heart. "It seems to me," he said, "that you need four things:

"First—extra income when there's illness in the family;

"Second—a lump sum to cover the bigger danger of an operation;

"Third—a little extra to spend on "Junior's" education when he is leaving school, to help launch him on a promising career; and

"Fourth—a lump sum of, say, £20, to be paid 'on the nail' to Mrs. C. for immediate expenses, should you die."

Carefree's brow cleared. His penholder became whole, and the inky mathematics disappeared from his blotting-pad. He was feeling a different man already.

"Boy!" he said, "you've got something there."

The local correspondent smiled.

"Leave it with me for a day or so," he said.

Then he went home, and wrote to the Nalgo Centre, Croyde, that same evening.

Two days later he met Carefree at lunch-time.

"I've got the whole thing cut and dried," he announced cheerily. "If you pay Nalgo ten and sixpence a month, this is what you get in return. Listen:

"One—£1 1s. a week when you're ill;

"Two—£50 to cover medical expenses;

"Three—£11 when 'Junior' is fifteen or up to £15 if he should die before;

"Four—£20 for your wife to cover your funeral expenses."

Eyes shining, the Nalgo man warmed to his subject, explaining that Carefree's funeral benefit might be more than £20. For example, at the last valuation a 3 per cent. bonus was distributed. He also dilated on the number of weeks Carefree would get £1 1s., depending on how long he had been subscribing.

But Carefree was too elated with the four main points to hear the rest. For 10s. 6d. a month he could get complete home security against expenses coming to every family man. That was enough to get on with.

Now, brother reader—a word to you. Carefree was 30. If you are younger you can get a better deal; if older, it's only a matter for actuarial adjustment. In any case, you can have complete cover on the "all-in" principle for as much as you can afford a month.

It's just part of the Nalgo Provident Society service—and it's called the "HUSBAND'S POLICY." It's designed for the family man.

Branch Magazine Page

Edited by Norman H. Roger

BE A MIRROR TO THE TIMES

IT is generally recognised that one of the important functions of a branch magazine is to reflect municipal activity from the point of view of the officer. Yet a perusal of recent journals finds surprisingly little emphasis placed upon the wartime work now being performed. Everywhere there have been changes of duty—librarians turned food controllers, engineers turned decontaminators, school teachers turned evacuation assistants, and so on. Local government areas have been emptied of population; others crowded out. But, so far, branch magazines have failed to direct the spotlight on the details of these amazing shuffles.

As Mr. Dracup puts it, "Salaries and service conditions is our main plank." That alone is not enough. The branch journal must augment its arguments. The more it brings out the details, in story form, built up from facts and put forward as a permanent written documentary, the more firmly may the main plank be supported.

From the editorial point of view, the peace-time serie which most journals were sponsoring—"The Othe Man's Job," "Municipal Activities" and so on—should be immediately replaced by a new set, such a "My War Time Duties," "A Day in My New Job," or some other title more original. Let readers kno how officers spend their twenty-four hour shifts; wha the librarian, handling the food rationing scheme does in his twelve-hour day. Let readers know, in a interesting way, of the strain placed upon supervisin officers in training temporary assistants (poets, play wrights, students, and stockbrokers), to perform, at moment's notice, duties which in peace-time tak months to perfect.

This will make good reading. It will act as fin public relations material, for the articles might well fin their way to the pages of the public press. At preser branch journals make it appear that local governmer routine has hardly departed from normal. That is n true reflection.

HOW TO IMPROVE YOUR MAGAZINE

By NORMAN DRACUP, Editor of Bradford "Quarterly Review"

MANY of our branch magazines have temporarily suspended publication. I would, however, urge my co-editors to reconsider their decision, as I am certain that there is even greater need for local magazines now than in times of peace.

We shall have many important problems to solve relating to salaries and service conditions, and we should report all our aims and successes to the staff through the medium of the branch magazine.

As the last war made N A L G O, this war should strengthen it, and we should look forward with confidence to increased membership. Once we bring in the "lost sheep" we should do all in our power to retain them.

Members who are on war service will welcome a copy of their "local," and we must see that our activities at home are worth reporting to those who are playing a larger part in our country's welfare.

Much has already been written on the subject of improving branch magazines, and the practical difficulties of achieving perfection are known to us all. I would suggest that one of the most vital needs is for our members to realise that the life of the magazine depends on its being systematically fed. The "diet" must be well balanced so that every school of thought is reproduced in the broadest possible manner. What suggestions, therefore, can we consider to be of use to us in an endeavour to make our magazines more interesting, more alive, and more worth while? Articles of all types we must have—why not one by an indignant ratepayer giving his opinion of local government and then, of course, a suitable reply by an exasperated local government officer! Chief officials should be given the opportunity of using the magazine as their mouthpiece more frequently. News and articles should never be confined to members only; we should let non-members know that we are interested in them, despite their sins and omissions; we might even invite them to write an article expressing their views on N A L G O and their reasons for non-membership. The noisy disgruntled critic at the annual general meeting would surely welcome the opportunity of denouncing in print the local and national administration. A membership form might usefully be inserted occasionally in our issues, along with a summary of the benefits N A L G O offers.

News must be up to date. In our printed publications, there is a tendency for the latest news to be omitted. Why not add a stencilled or loose printed sheet for Stop Press news?

Salaries and service conditions is our "main plank," but we should not over-emphasise this subject to the exclusion of other important matters. Publicity should be given to items of national and civic interest, such as the drive for War Savings Certificates or articles (by the park superintendent) on "Dig for Victory" and, whenever we can, we should show our sympathy with all worthy causes in a practical and generous manner. In conclusion, copies of our publications should be sent to the local press, and, so long as extracts are carefully chosen, our public relations cause would thus be helped considerably.

MORE NEW JOURNALS

AN apology is due to CAMERA PRINCIP on account of its omission from th list we gave in December of journals sti in publication. "C. P."—not to b confused with Carter Paterson—continue to be the "aqua vitæ" of the **Coventr** branch, which, in its annual repor says: "The war's first effect on th branch magazine has been to emphasise th vital need it serves in the corporate life o the branch . . . most service improvement emanate from proposals in the magazine.

New journals continue to arrive, thre from local branches of N A L G O and on from the Civil Defence Services. NALG NEWSREEL, a five-page news-sheet, circulate monthly among the **Surrey County Officer** branch. It is intended as a newsy supple ment to the branch quarterly, THE REVIEW

The second newcomer is the attracti "BULLETIN" of the **Warwickshire Count Council** branch. Edited by P. G. Manna and C. E. Robotham, the journal is fille with personal interest.

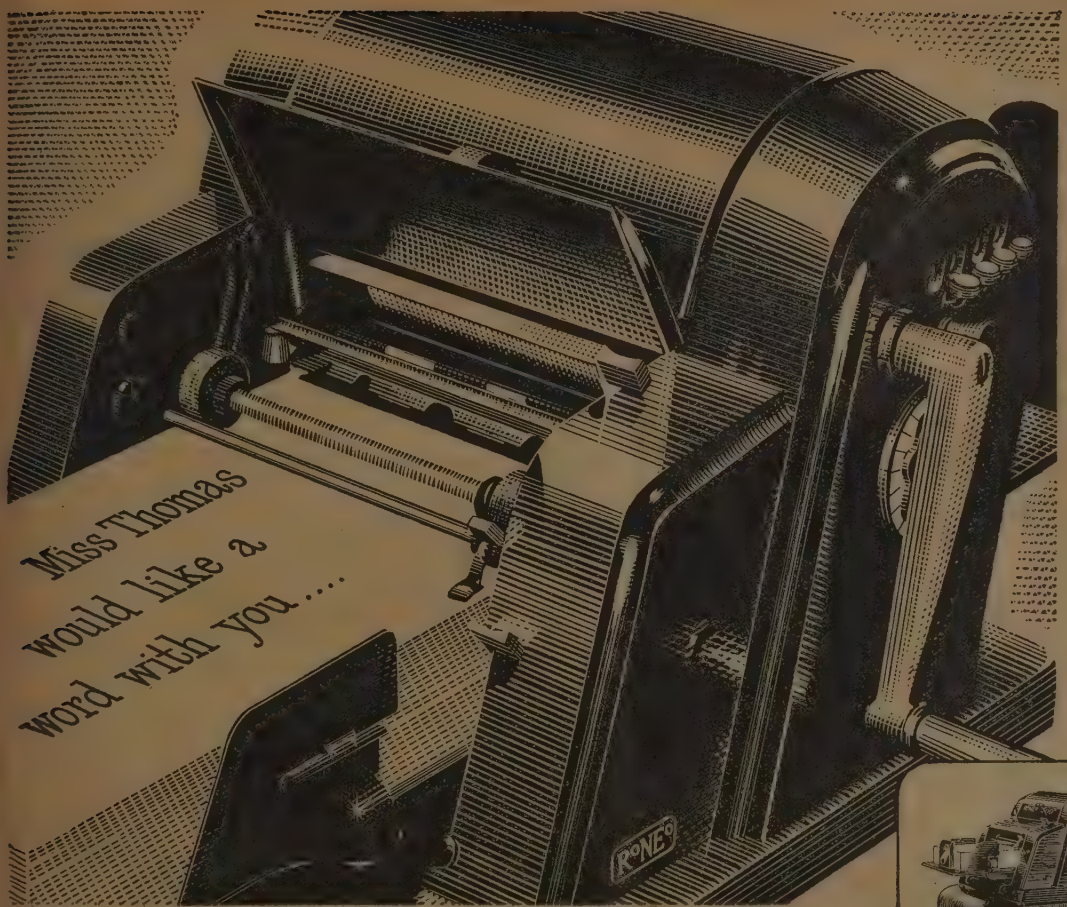
Editor J. E. Wood presents the revive series of NALGO NEWS—**Chislehurst an Sidcup** branch. J. E. Wood arrived i Sidcup from Herne Bay, and soon dis covered talent. He found a first-rat cartoonist, a keen sub-editor and literar contributor, and an enthusiastic productio man—the necessary nucleus to operate lively branch journal.

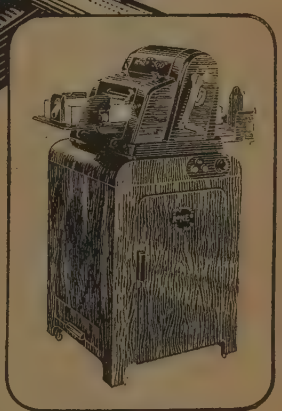
Other journals still in publication are LUTO BULLETIN (in news-sheet form), BRADFOR QUARTERLY REVIEW, AT YOUR SERVIC (Blackburn), KENT COUNTY CHRONICL (Emergency Bulletin), SHEFFIELD MUNICIPA OFFICERS' JOURNAL, and QUERY (Finchley

NEW JOURNALS

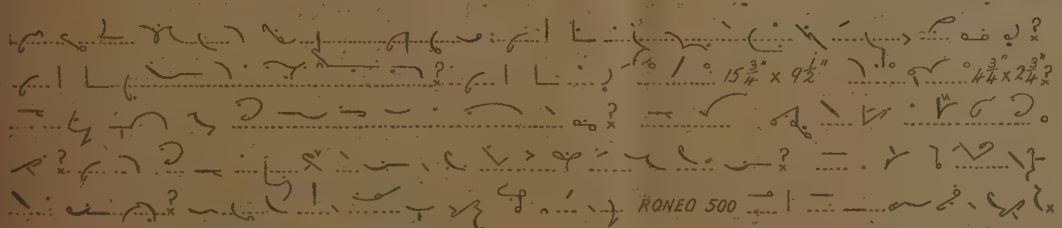
Chislehurst and Sidcup	NALGO NEWS	J. E. Wood, Collector's Office, Sidcup Place, Sidcup, Kent
Surrey County Council	THE NEWS REEL	The Secretary, Surrey Branch, 73a, The Bittoms, Kingston-on-Thames.
Warwick County Council	THE BULLETIN	P. G. Mannall, Public Health Dept., Shire Hall, Warwick

CDN





. . . but probably she doesn't imagine for a moment that you would want to be bothered with her troubles. You, on the other hand, know only too well that her troubles are really your troubles if the department is to run smoothly. You want all your duplicating to be as neat as possible, you want it produced as quickly as possible, you want all the forms printed quickly and cheaply. Above all you want a machine which can help you to economise by using both sides of the paper. Miss Thomas can do all these things for you but she needs the best equipment available — that is why we want you and her to know about the new Roneo "500" Duplicator. Will you call her in and ask her to translate what's below and then let her see and try the new Roneo "500" and report to you.



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ARE WE SACRIFICING ENOUGH?

A Councillor Looks at NALGO's War-time Policy

In this provocative and unsolicited article, a member of a Yorkshire Urban District Council offers his views on the Association's present policy. We print it believing that it is good for us sometimes to see ourselves as others see us.

HARDSHIP and inconvenience are the inevitable consequence of war. It is unfortunately impossible to arrange that the burden of sacrifice necessary to meet the situation should be shared equally between all classes. Some must suffer more than others, but, in so doing, it would be well if their minds could dwell on the conditions of those in the front line rather than on the lot of other civilians who may be more fortunately placed. The Prime Minister, speaking at the Mansion House in January, drew attention to these difficulties and regretted his inability to guarantee an equality of sacrifice. But he added: "If each one makes the sacrifice as the call comes to him his own conscience will be clear."

Our local civil service has been in the front line of home defence and has been the first outside the armed forces, the merchant navy, and the fishermen to suffer, and suffer severely. This fact, although perhaps inadequately recognised by the man in the street, is appreciated by the elected and voluntary workers in the local government Service. It is the duty of the latter to act as a liason between local democratic opinion and the permanent staff, and this article, rendered in an effort to fulfil this duty, endeavours to present to NALGO members the views of John Citizen on their wartime problems.

First, let us all realise that our modern European civilisation is one in which the material things of this world have been rated too highly; second, that our national failing has been the worship of prosperity.

Let us consider the bearing of this on Clause 2 of the NALGO six-point programme reported in the December issue of this journal and requiring "national and uniform standards of recruitment . . . salary . . . etc., designed to obtain staffs of the highest efficiency and to provide in every branch of the service *an opportunity for a secure and satisfactory career.*" This desire for security and satisfaction for its members is a worthy and ethical object for an association whose duty is their service; but it could hardly be described as a worthy one for the members themselves—it is too material. It is not the right spirit in which our local government Service can help to defeat Hitlerism; for Hitler, despite his many faults, is the apostle of the ideal of sacrifice, and there is no end to the sacrifices and deprivations which his NALGO will suffer in their national cause. To defeat him we must emulate that spirit of sacrifice which he has taught his people to admire. Thereby we can set an example to the rest of the nation; and when John Citizen hears the call to sacrifice as the key note of the appeals made by the Prime Minister and Sir John Simon, he naturally turns for example to the servants of the State, both national and local. We must not fail him.

First, then, how can we set an example in the matter of overtime? Most citizens work an eight-hour day or more in their ordinary jobs, and nowadays add to this some twelve hours a week voluntarily in national service. NALGO can add these twelve hours, and perhaps a few more, just to top the score of the opposition and as part of its national service. It will

"Please, sergeant, may I wear my NALGO badge?"

be national service through vocational service. As every wife can testify, it is not so satisfying to answer the call through vocational service as it is to do so in a way more easily recognised and praised by others; but it is just as important. And there is no reason why national service and vocational service should be two separate things.

Secondly comes the problem of increased wages to meet the rise in the cost of living. In this connection remember the old adage of the three liars: the good liar, the bad liar, and the statistician. Do not confuse the rise in ordinary living costs with the rise in bare living necessities. We live in times of war. "I do not mean to imply that there should be no increases in wages," said Mr. Chamberlain, "but it is a mistake to tie up wages with the cost of living." NALGO must not demand increased wages to meet the present cost of living if the servants of the State are to set an example; it would be intolerable to the ratepayer if workers in general were to be asked by the State to surrender claims for increased wages and to embrace savings schemes if the State treated its own servants preferentially.

This must be borne in mind by all NALGO enthusiasts who are contemplating the initiation of appeals to their councils for general wage increases. This is another of the hardships the Service may have to bear, but in all times of adversity we should seek rather to turn the situation to advantage than to rail against it. Now is the time, and here is the opportunity, to gain uniformity of service conditions and to press for increased wage against those councils which are not payir some classes of official a salary commer surate with the responsibility involve What better excuse could be preferred fo a claim to bring wages up to standard tha the present increased cost of living? It not claiming that general increase whic the Chancellor asked us to withhold, an the guarded words of Mr. Chamberlai may be construed to mean that, while h would not tolerate wage earners in gener having any fixed percentage increase, h might favour an increase for those whos wage rates were already inadequate. L trade union rates of pay for all, by wha ever council employed, and uniformity service conditions, be the wartime cr rather than a general increase-cum-cost-o living campaign. The one would set good example and have a high ideal, whi the other would set a bad example an would stress selfish materialism in a time national sacrifice.

Finally, with regard to the making u of war service pay: remember that th plea for uniformity defeats itself, becau most citizens receive only their army pa In Yorkshire, most members of NALG will be receiving limited or qualified pa ments: this is probably the best and mo democratic decision and is most in keepir with the views of ratepayers in genera Do not "black-list" a council for refusir to take any action unless the NALG case has been adequately presented to Some councils on excellent terms wi their officials and the local branch NALGO have, for reasons local believed to be adequate and respecte by the branch, declined to take actior they have been black-listed out-of-har by the central association, which might ha been unaware of local conditions. F instance, in some small towns comprise almost entirely of piece-workers and wi much unemployment there might be on a handful of ratepayers who would g any addition to their army pay: there, the town hall staff received different trea ment it would indeed create a "privileg class." Remember the workers and fi out what is being done by the Co-operati Societies, who should be model employe "Judge not" and be tolerant. Circur stances alter cases and so does time. T NALGO case is going well and probab in the end all councils will realise t strength of the case for at least son qualified or limited payments.

In conclusion, try to forget the activiti of the national "civil service." I example is not all that could be desire Its clamour for increased wages is encouragement to the voluntary A.R. or A.F.S. worker; it is not appreciat by the conscript, who would doubtl like to see them conscript with him a at his wage.

NALGO understands the popul sentiment better than its Whitehall brethre it is more in touch with the common her Let it profit by this and give the goo example to those from whom it mig have been received. NALGO can ma the same sacrifices as those so splendid borne by our allies in France and o counterparts in Germany. And we sha not forget. For service and sacrifice will common to us all in the days that are come. They are not material but they w have their own reward.

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STATEMENT OF ACCOUNTS

December 31, 1939

LIABILITIES	£
Capital paid up	15,158,621
Reserve Fund	12,410,609
Current, Deposit and other Accounts	497,701,601
Acceptances and Confirmed Credits	7,753,907
Engagements	9,693,446

ASSETS	
Coin, Notes and Balances with Bank of England	57,741,467
Balances with, and Cheques on other Banks	21,438,321
Money at Call and Short Notice	26,328,499
Bills Discounted (British Treasury Bills £46,214,794)	65,947,653
Investments	114,455,271
Advances and other Accounts	220,689,155
Liabilities of Customers for Acceptances, etc.	17,447,353
Bank Premises	9,631,542
Shares in Yorkshire Penny Bank Ltd.	937,500
Shares in Affiliated Companies:	
Belfast Banking Co. Ltd.	
The Clydesdale Bank Ltd.	
North of Scotland Bank Ltd.	8,101,423
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Competition Result

OVERHAUL OF LOCAL GOVERNMENT

Mr. J. H. WARREN, M.A., D.P.A., town clerk of Slough, here judges the competition, announced last August, for constructive proposals for the overhaul of local government, in the light of the P E P broadsheet on the subject.

OWING, no doubt, to the burden of emergency duty, the 15 entries for this competition were fewer than might otherwise have been expected.

I had little difficulty in adjudging the essay of Mr. BERTRAM FINCH, A.C.I.S., deputy town clerk of Sale, as the best. It is printed slightly reduced in length on page 37.

Mr. Finch's essay deserved first place for both form and substance. Realising the severe limitation of space for so wide a theme, he dispensed with introductory flourishes and all comment not directly linked with his argument ; and presented a clear and well-arranged essay which concentrated on essentials and developed carefully considered views in an orderly sequence.

Whatever may be thought of Mr. Finch's proposals, it is obvious that he works with a firm grasp of existing conditions and of the essential problems, and that he has sought a practical approach in considering lines for change and progress.

Mr. Finch clearly recognizes that planning and executive work are not the same thing, and that the circumstances at present existing may call for some differentiation in mechanism. Accordingly, whereas most other competitors, though seeing the need for " regionalism," have failed to realize the essential conditions for good executive arrangements and service co-ordination, and in any event have mostly left their regionalism very sketchy and ill-defined, he, on the contrary, developed a well-knit plan on the basis of his accepted principles. He evidently believes, with many who have given thought to the area question on the basis of practical experience, that the transfer of executive responsibilities to the county councils is not a progressive line of development, and that the true link for the future must be that between the localised unit, with a wide range of functions and substantial autonomy, and possibly with a subordinate organisation based on parish or ward on the one hand, and a regional and central planning mechanism on the other.

Mr. J. H. FYFE, of the Middlesex county officers branch, has been awarded second place. Mr. BULTITUDE of the borough treasurer's department, Colchester, was a close runner-up.

Honourable mention may also be made of the essays of J. HARRIS, borough treasurer's department, Walsall ; T. E. OWENS, public health department, Gosport, and R. B. WOODINGS (Nottingham).

Mr. Fyfe's essay was consistently well composed. He showed grasp of administrative principle and good judgment in his application of it. If his effort was adjudged of less merit than Mr. Finch's, it was mainly because he toyed with a variety of remedies, and did not, as did Mr. Finch, make up his mind which he thought best and work out the implications so fully.

His diagnosis of the area question is in substantial accord with Mr. Finch's. He says of it :

" This variation (in the economic area for a particular service) causes one of the root problems of local government, for it necessitates either the subordination of economic to administrative areas in omnibus authorities or the setting up of *ad hoc* bodies for different services, or of multiple authorities, as with county councils and county district councils. When either of the two latter alternatives is employed, problems of co-ordination arise. . . The single omnibus authority can co-ordinate more easily than a number of authorities, so that the county borough council cannot be improved upon for towns large enough to justify such autonomy, excepting perhaps the very largest, where it may be unwieldy."

In the straggling urban area he thinks that " a possible remedy is to set up smaller local councils, taking care to give them reasonably extensive powers and duties in order to attract the services of able men. Here England can learn something from Scotland. The system obtaining there of granting wide powers, including trading powers, to county councils, which then generally delegate them to district councils, would give further flexibility to local administration if applied here."

Of county councils he says that " though powers have, generally, been granted to them as the large bodies fitted to large-scale services, many are nevertheless not related to economic areas and actual communities and are too small for those services which gain most from broad vision, long-term planning, and large-scale operation. . . Several services could well be administered on a bigger scale than at present. . . It is here that the case for regional councils may exist."

There is a surprising difference of opinion among competitors on the questions raised by P E P in regard to elected personnel ; and many competitors do not appreciate how different conditions may be in areas other than their own. Thus, some deplore the absence in our councils of men of executive experience of large scale business or administration, and of councillors representative of the professions ; others speak as though working men were, in effect, excluded from local government life, whereas in very many areas they constitute a majority. Some think that the continual changes in personnel involved in annual election are bad for administration, and others, such as Mr. Fyfe, consider the more stable element represented on the aldermanic bench a check on democratic control tending to prevent necessary change.

For the large cities, Mr. Bultitude suggests a Municipal Cabinet comprised of full-time commissioners for each service ; but perhaps for reasons of space did not work the idea out very fully.

Most of the competitors realise the extent to which councils and committees concern themselves unnecessarily with executive work and administrative detail,

(Continued at foot of next column.)

(Continued from preceding column.)

and neglect their major functions of deciding issues of policy and providing themselves with organs for planning ahead.

Mr. Fyfe suggested that a solution lies in giving the committees large executive powers, and appears to realise that this calls for " carefully drafted " standing orders.

For planning ahead and large issues of policy, several competitors propose an *ad hoc* committee, but do not suggest how problems would be sifted out and referred to it or how in each service problems would be better dealt with by such an organ than by the " departmental committee " concerned.

INCOME TAX RELIEF
When Income Has Fallen

THE attention of members who may suffer in consequence of the war a reduction in their earned income is called to the provisions of section 11 of the Finance (No. 2) Act, 1939. That section provides that any individual who, on a claim made for the purposes of the section within twelve months from April 5, 1940, proves that, owing to circumstances directly or indirectly connected with the present war, his actual earned income for the year 1939-40 is not more than four-fifths of his earned income as assessed for that year, shall be entitled to such relief from standard rate tax for that year as will reduce the amount of standard rate tax payable to the amount which would have been payable if his actual earned income had been chargeable instead of his earned income as assessed ; provided that where the actual earned income of the individual for the year 1938-39 exceeded his earned income as assessed for that year, the aggregate amount of such relief shall be reduced by the difference between the total amount of income tax payable for the year 1938-39 in respect of his income and the total amount of income tax which would have been payable for that year in respect thereof, if—

(i) standard rate tax had been charged on his actual earned income instead of on his earned income as assessed ; and

(ii) in the computation of his total income his actual earned income had been taken into account instead of his earned income as assessed.

The relief from standard rate tax referred to above will be given, so far as possible, from second instalments of standard rate tax for the year 1939-40, and, so far as it cannot be so given, will be given by repayment, and the reduction of relief for which provision is made by the above-mentioned proviso will be effected, so far as possible, by reducing or extinguishing the said relief from standard rate tax.

If an individual's actual income for the year 1939 was less than the earned income as assessed for that year, but it appears that it was more than four-fifths thereof, section 11 will nevertheless apply to him with the following modifications, viz, the relief from standard rate tax as provided above will be the relief to which he would have been entitled if his actual earned income had been four-fifths of his income as assessed, reduced by the difference between his actual earned income and four-fifths of his earned income as assessed.

DO NOT CONCENTRATE ON WAR

Do not concentrate your thoughts upon war subjects. You will find it very worrying and very bad for the nerves.

Read, write, sketch, paint, study your vocation ; anything that will occupy your mind and your time. Make use of the long, dark nights by concentrating upon something useful.

During the last war many people learned how to write short stories, etc., today a number of them are world-famed authors.

By becoming efficient in your vocation you can give the best service to your country and to yourself. The more you increase your earning power the better it is for the country and for yourself personally.

War or no war, earning power always brings its possessor to the front. It is no use waiting for better times. The ideal opportunity never arrives. We have to make the best of existing conditions. Therefore, delay is useless ; it is worse, it is harmful.

YOU CANNOT MAKE MONEY BY SAVING. If you save 10s. per week for 10 years you have only got £260, but if you spend 2s. 6d. per week for 12 or 18 months on a correspondence course, you give your brains a chance to earn thousands of pounds, then there is no need to save. Savings are likely to vanish, but earning capacity is a permanent investment.

DO ANY OF THESE SUBJECTS INTEREST YOU?

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Agriculture
A.M.I. Fire E. Exam.
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Army Certificates
Auctioneers and Estate Agents
Aviation Engineering
Banking
Blue Prints
Boilers
Book-keeping, Accountancy and Modern Business Methods
B.Sc. (Eng.)
Building, Architecture and Clerk of Works
Builders' Quantities
Cambridge Senior School Certificate
Civil Engineering
Civil Service
All Commercial Subjects
Commercial Art
Concrete and Structural Engineering
Draughtsmanship, All branches
Engineering, All branches, subjects and exams.
General Education
G.P.O. Eng. Dept.
Heating and Ventilating
Industrial Chemistry
Institute of Housing
Insurance
Journalism
Mathematics
Matriculation
Metallurgy
Mining, all subjects
Mining, Electrical Engineering
Motor Engineering
Motor Trade
Municipal and County Engineers
Naval Architecture
Novel Writing
Pattern Making
Play Writing
Police, Special Course
Preceptors, College of
Press Tool Work
Pumps and Pumping Machinery
Radio Communication
Radio Service Engineering
Road-Making and Maintenance
Salesmanship, I.S.M.A.
Sanitation
School Attendance Officer
Secretarial Exams.
Sheet Metal Work
Shipbuilding
Shorthand (Pitman's)
Short Story Writing
Speaking in Public
Structural Engineering
Surveying
Teachers of Handicrafts
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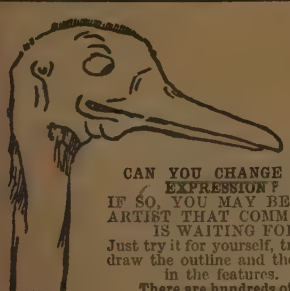

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READERS' FORUM

THE NALGO SPIRIT
Alive in the Forces

I HAVE read with very great interest and pleasure the "message to every member" from our illustrious president in the October journal. As an officer on active service, I appreciate his kindly reference to those serving with the Forces, and I hasten to assure him that the spirit of NALGO is very much alive amongst members who are now overseas.

I find myself in complete agreement with his view that the war can only help in making NALGO a greater association than it ever was in peace time. Non-members should need little encouragement when they witness the unselfish service that NALGO is rendering to the State and its members during the present conflict. Surely our members at home will try harder now to keep in touch with its various activities and do their best to assist their local branches, not only in keeping up the present membership, but in increasing it. We who are away will certainly keep alive the spirit of public service.

NALGO will no doubt be faced to-day with greater difficulties than ever before in its existence, but it will emerge a greater and more powerful association, with many laurels for its national and personal service.

Our president referred to the association as "too far-reaching and too strong for even war to shatter." That is certainly true, and we who are far from home are determined that in our own temporary sphere the spirit of NALGO shall always live in our time and in the time of those who come after us.

As some of our members are many thousands of miles from home, I respectfully suggest that spare copies of SERVICE might be sent to these absent comrades, for no one appreciates the journal more than the distant member. I take this opportunity of expressing my own personal admiration for the way our members at home have striven to give of their best, often under very difficult circumstances, to the local authorities, in the grand spirit of public service.

In conclusion, may I wish our president and fellow members, especially my old colleagues in the transport section of East Liverpool, the compliments of the season.

GEORGE E. PATTERSEN.
H.M.S. Fiona, c/o G.P.O., London.

RESERVED OCCUPATIONS
Anomalies of Application

I WAS pleased to see in the January "Readers' Forum" that the anomalies caused by the arbitrary application of the schedule of reserved occupations to "local authorities' staffs" have at last evoked a protest. It is obvious to all, except apparently the Ministry of Labour, that mere age is no criterion, either of ability or experience.

NALGO may be interested to know that there *are* instances of young members who, because of their abilities, have received rapid promotion and who are in charge of local government departments. The present system penalises those officers who, usually with no hope of any pecuniary reward, have worked and studied to fit themselves for the higher branches of the Service, and it is manifestly not in the best interests of the Service that a qualified man, whatever his age, be taken away at the present time. Trade unions have met with much success in safeguarding their members from the demands of the War Office and the Ministry of Labour. Why not NALGO?

Derbyshire. DERBEIAN.

WAR SERVICE PAY VICTIMS
Members' Debt of Honour

MAY I, through your columns, draw the attention of members of NALGO to a resolution passed by the Castleford branch at its recent annual general meeting and which is printed below?

At the outbreak of war we, like most other branches, were hopeful that the council would see its way to make up the difference between service and civil pay of members on war service, and our ideas of showing appreciation of absent members' gallantry were confined chiefly to the provision of woollen clothing, chocolates, and cigarettes. But the council declined to supplement in any way the service pay of its staff, and the present time finds us with a debt of honour to discharge.

We have given our word that wives and dependents of absent members shall not go without so long as we are able to provide for them. But it will be agreed that as more undertake war service, there will be fewer to meet the responsibility; hence this resolution.

As the mover of the resolution, I feel sure that there will be comparatively large numbers of members, even on the staffs of "blacklisted" authorities, who, by reason of age, or the occupation of reserved positions, will not be called upon to serve with H.M. Forces. These, together with members of more fortunate staffs, can, by making a small contribution, relieve distress and want among the families of fellow members.

It has been suggested that if the proposal were adopted by NALGO, backsliding authorities would be relieved of whatever moral obligation they may have felt towards their absent employees. That may be so —but it is no reason why helpless people should suffer. At Castleford we intend to press by every possible means for reconsideration of the council's decision. Other branches, too, will no doubt continue the fight. But the time taken may be long, and in the meantime many people will suffer undeserved hardship.

It is not a member's fault if, by reason of his authority's attitude, his wife and children are left with an income less than that usually awarded to recipients of public assistance, whilst he himself is risking his life in the task of keeping the rest of us secure and safe in our jobs.

On all sides we are being called upon to make additional sacrifices, to help win the war by every possible means. Let us then, commence by looking after the dependents of our fighting members. To stand aside and sympathise is not enough. If the war continues for any length of time, real suffering will soon be felt by many, and, as I believe it is within our means to lessen that suffering, I urge all members to stand together and assist their fellow members all they can.

Town Hall, W. LEO DOOLEY.
Castleford.

The resolution to which Mr. Dooley refers was in the following terms:

That this branch, having regard to the fact that certain members of the National Association of Local Government Officers are, by reason of their engagement on war service duties (whether civil or military), in receipt of an income less than their normal civil pay, URGES

1. *That the National Executive Council organise immediately a scheme whereby all members of the Association receiving an amount equal to their normal civil pay, whether engaged on military or civil duties, be asked to contribute regularly towards a fund for the purpose of making up the difference between the war service pay and normal civil pay of members not otherwise in receipt thereof;*

2. *That the subscription which members be asked to make towards the fund be an amount equal to the amount of their current NALGO subscription;*

3. *That after the termination of the war, the surplus monies (if any), remaining in the fund be used for the benefit of those disabled, and for the dependents of those killed or disabled, as a result of war service.*

COST-OF-LIVING
Call for Higher Salary Grades

I THINK NALGO will soon be forced not only to seek war bonuses for its members, but to fight for permanently improved salary grading. The war of 1914-18 considerably reduced the value of the £, and the present conflict has reduced its spending power. War bonuses were eventually merged into salaries; this will have to happen again as high taxation and the general cost of living will never again fall to even the pre-September, 1939, level.

The question arises, what is a living wage? A lot depends upon age and whether a man is married; £250 to £300 a year sounds a lot, but actually it is little more than many manual workers receive—a good skilled workman can command £7 a week in some industries.

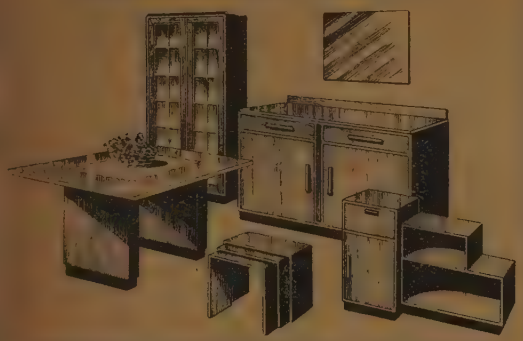
Local government employees have to keep up a smart appearance, meet the costs of advanced education and the ever-rising

(Continued on page 54)

C. & R. LIGHT,

Phone: BIS. 3952

54, Great Eastern Street, London, E.C.2



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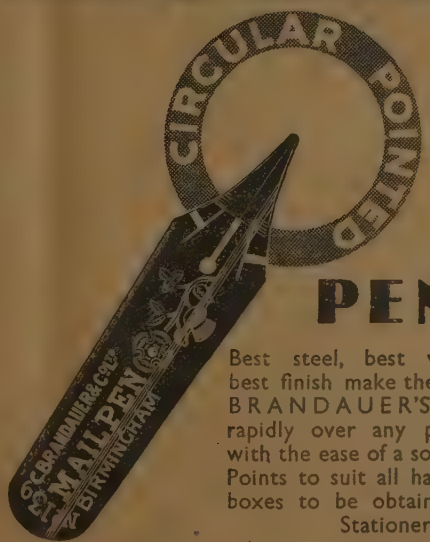

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(Continued from page 52)

local rates caused by the demands of war-time. NALGO has a tough job ahead for a long time, and all branches must realise that totally new conditions of living have come about which will, without a doubt, remain, as they did after the end of the last war.

Surrey. OLD MEMBER.

TOC H MARKS

For the Homeless Officer

IN these times, when the movements of professional and business personnel are frequent and often unexpected, it is of value to many, especially single men, to know of addresses where they may obtain accommodation which is comfortable and companionship which is congenial. I have therefore been asked to bring to the notice of members of NALGO the residential houses of Toc H.

These houses, called "Marks," are not strictly speaking hostels, but residences which have accommodation for a number not exceeding thirty, the charge for full board and residence being a matter of confidential arrangement with the Honorary Warden. As centres of community work, they try to maintain a high level of family life and tradition. They provide opportunities for making friendships which are invaluable in strange towns.

I append a list of the Toc H Marks in this country. If any member of NALGO would care to avail himself at any time of the services of Toc H in these centres, a postcard to the Warden or a personal call, preferably in the evening, will be welcomed.

Toc H, R. R. CALKIN.
47, Francis Street, London, S.W.1.

LONDON.

Mark
I —24, Pembridge Gardens, W.2.
II —123, St. George's Square, S.W.1.
VII —15, Fitzroy Square, W.1.
XIII —The Brothers' House, 119, Kennington Park Road, S.E.11.
XV —31, The Common, Woolwich, S.E.18.
XX —67, Upper Richmond Road, S.W.15.
XXII —95, Denmark Hill, S.E.5.
Pierhead House, Wapping, E.1.

PROVINCES.

Mark
IV —Upper Park Road, Victoria Park, MANCHESTER, 14.
V —The Firs, Bassett, SOUTHAMPTON.
VI —6, Wake Green Road, Moseley, BIRMINGHAM, 13.
XI —31, St. Paul's Road, Clifton, BRISTOL, 8.
X —Westbourne House, Prince's Avenue, HULL.
XI —44, Princess Road, LEICESTER.
XIV —1, Eccles Old Road, SALFORD, 6.
XVI —Redville, High Street, SWINDON.
XVIII—Grainger Park Road, NEWCASTLE-UPON-TYNE, 4.
XXI —Graeme House, 228, Osmaston Road, DERBY.
XXIII—Brotherton House, North Grange Road, LEEDS, 6.
Gladstone House, 62, Rodney Street, LIVERPOOL, 1

UNOCCUPIED HOUS

An Insurance Warning

BURGLARS are taking advanta the fact that private dwellings left unoccupied as a result of evacu particularly during the black-out pe The Nalgo Fire Insurance department fore reminds policy holders that:

(I) If the insured premises are le occupied for a longer period than 90 in any one year of insurance, the polic not cover the risks of burglary, b breaking, larceny, or theft in respe gold, silver, plate, jewellery or furs;

(II) The indemnity given by the in respect of tenant's liability caused

(*a*) storm or tempest or

(*b*) bursting or overflowing of pipes, water apparatus, or water ceases whilst the premises are untena or whilst they are left unoccupied fo period in excess of 90 days in any y insurance.

Should a house be left unoccupied, silver, plate, jewellery and furs shou removed to a place of safety; gas, tricity and water should be turned of cisterns, water tanks, radiators, boile other vessels containing water empti

CAYTON BAY REOPENI

It is hoped—if the authorities d intervene and commandeer it agai open Cayton Bay holiday centr Whitsuntide. In view of the increa prices, however, it is probable that c will be slightly higher than in the The position is now being examined, full announcement will be made soon

THE FUTURE *STILL* MATTERS

1940
1950
1960
1970

The war won't last a lifetime. You still need to provide for later years by taking out a

NALGO ENDOWMENT POLICY

If you are 24 and pay 2s. 10d. a month, you will receive £100 at age 65, or at earlier death (war risks excepted).

★ You get INCOME TAX REBATE on your premiums ★ and a TAX FREE INVESTMENT free from depreciation. Why not ask for details?

Years of Peace lie ahead. Don't let the War blind you to your future needs. 19

TO NALGO (LIFE DEPT.) CROYDE, BRAUNTON, N. DEVO

SEND ME DETAILS OF NALGO ENDOWMENTS

Name..... Age next Birthday.....

Address.....

Feb./40

SCOTTISH NOTES

HE Scottish Council met in Glasgow on January 6. Mr. Archibald, who ided, stated that he had thought it isable to have a full meeting of the ncil, rather than of the emergency mittee, to obtain a consensus of nion, particularly on cost-of-living eases. No agenda had been sent out it was for the meeting to decide its cedure.

he meeting having decided to take up of the business of the annual meeting, report and financial statement were mitted. The report, as mentioned last nth, showed substantial progress in all vities, an increase in membership by ; general operation of superannuation emes; adoption of new salary scales many authorities, and improvements on ting scales; and operation of the itley Council to the general good of loyers and employed. The financial ement, submitted by Mr. J. Weir lson, was also satisfactory. It was ded to re-elect the present office-rers, the emergency committee and the esentatives to the Whitley Council.

Ir. Adams reported on the meeting of National Executive Council on Decem-16. A long discussion followed on the eased cost of living. A motion from dee branch urged the Council to pare a scheme of increases. After ous views had been expressed on the ire of such a scheme, the chairman ed that the representatives on the itley Council would bear them in d when they put forward their proposals he Council.

Ir. Adams mentioned that the National cutive Council were preparing a norandum to be presented to the istry of Health, and it was suggested it should also be sent to the Scottish ce, and that in any subsequent inter-v the Heads of both Departments uld be asked to be present.

Ir. H. G. Ferguson reported on certain l cases, and particularly that of Mr. . Peddie against Cupar Town Council, had been successful on all issues, and congratulated Mr. Peddie and also Mortimer, who had done so much d work in the preparation of the case. Ferguson reported that appeals made he Scottish Office on whether payments ived from the Unemployment Assist-e Board by certain public assistance ers should be reckoned for super-uation purposes as part of the officers luments, had all been dismissed. The stion was open to some doubt and he gested that we should consider whether had a case for submission to the Court Session.

was stated that certain officers, icularly in architects' departments, had n given notice because their services e no longer necessary. The secretary that he had done his utmost to get men retained in the Service in some er capacity. The Councils were sym-netic and anxious to find jobs for them, we had no legal remedy and could only our best in each individual case.

owards the end of December a number nnual meetings were held too late to be tioned in last month's "Notes."

That at Perth was well attended and Mr. Warner, the secretary, submitted a good report, showing considerable improvements on the city's salary scales during the year.

"I see the electrical engineer has exhausted his petrol ration again."

Mr. Mortimer reported the result of interviews he had had, which he hoped would lead to the revision of the present county scales.

Fife annual meeting was also largely attended. Mr. Dymock presided and the hon. secretary, Mr. Curran, reported an increase of 31 in membership and improvements in service conditions. Mr. Peddie, congratulated on the success of his case in the Court of Session, thanked the branch and the Scottish Council for their support, in recognition of which he handed a cheque for £5 to the secretary as a donation to the B. & O. Fund. Mr. A. Baxter of Cowdenbeath was appointed president.

At **Inverness** annual meeting the president, Mr. A. P. W. Bewglass, was in the chair and Mr. Stanley Wilson, the secretary, submitted a good report. Mr. Wilson was congratulated on his appointment as town chamberlain and was warmly thanked for his long service as branch secretary. Mr. J. A. Reid, Motor Taxation Dept., County Buildings, was appointed to succeed him, and the other office-bearers were all re-appointed. Mr. Mortimer addressed the meeting and answered a number of questions.

On the following evening **Ross & Cromarty** held its annual meeting at Dingwall, under the chairmanship of Mr. W. Campbell, of Conon-Bridge. The decision of the county council on war service pay was keenly discussed. Mr. D. M. MacRae was appointed hon. secretary and the other officers were re-appointed.

We promised last month to print in this issue the judgment of Lord Keith in the case of F. G. Peddie v. Cupar town council. Unfortunately it has been crowded out. If possible a summary will appear next month, and in the meantime members interested can obtain a copy of the judgment from the Scottish divisional secretary.

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.....
This Coupon may be posted in envelope (unsealed) under one halfpenny stamp. L.G.S.

PROVIDENT SOCIETY'S WARTIME PLANS

MANY members of the Nalgo Provident Society already serving with the Forces or liable to be called up have been seeking information of their position. Full details of the decisions of the executive committee have been supplied to branch secretaries, but for the benefit of any who have not been informed they are summarised here :

Sickness Scheme (Table I)

A member engaged in war service as defined in section 14 of the Local Government Staffs (War Service) Act, and who signifies in writing his intention, will be allowed to suspend, at his option, the payment of contributions and benefits during his service.

A member who elects to suspend payment of his contributions and benefits will not be allowed to make any withdrawals from his " Rest " Fund or to place any sums to the credit of his deposit account during his war service.

Interest in accordance with Section I of Rule 9 and Section I (b) of Rule 10 will be credited to the account during his war service.

A member accepted into membership of this scheme before November 3, 1939, and who decides to continue payment of his contributions during his war service will be entitled to claim benefit provided he can furnish a medical certificate from a civilian or army doctor.

Hospital and Nursing Home Scheme (Table III)

A member engaged in war service, and who signifies in writing his intention will be allowed to suspend his own contributions and benefits during his service and to continue the payment of contributions in respect of his wife and/or children, so that they may continue to receive benefits under the scheme.

Persons whose membership began after November 3, 1939, and who ultimately come within the provisions of section 14 of the Local Government Staffs (War Service) Act, will not be allowed to suspend payment of their contributions, or the contributions payable in respect of any persons insured under the Scheme by virtue of their membership.

War Exclusion Clauses

Persons whose membership of the Sickness Scheme (Table I) of the Hospital and Nursing Home Scheme (Table III) began after November 3, 1940, will not be entitled to benefit in respect of any illness and/or accident suffered by reason of circumstances directly or indirectly attributable to the war.

Death Benefit Scheme (Table II)

The position of persons unable to keep up payment of premiums by reason of war is under consideration by the Government. As soon as any definite information is available members will be informed ; in the meantime they are urged to keep the premiums up to date wherever possible.

Until October 14, 1938, all the Society's Assurances covered death caused directly or indirectly as a result of war. After that date proposals were accepted on the condition that no payment would b in the event of death occurring, wh directly or indirectly, as a result of eng in aviation, or aeronautics of any de tion otherwise than as an ordinary paying passenger in a civil capacity recognised air route. Since Octob 1939, the Executive Committee has de to apply a war exclusion clause to the that if death occurs through war c payment shall be limited to eithe premiums paid or the surrender whichever is the greater.

Temporary Officers

A person who is in the temporary ployment of a local authority and wh been accepted as a member of the ciation will be eligible to apply for me ship and continue his membership Society for the duration of his temp service. At the conclusion of his s the Committee of Management may him to continue his membership Society on payment of an addi management fee of threepence per m

Members wishing to suspend payme their contributions and benefit during service should obtain a copy of the De tion Form from their branch secreta local correspondent.

A LOCAL GOVERNMENT LIBRARY for 12s.

"A CENTURY OF MUNICIPAL PROGRESS," NALGO's great contribution to the local government centenary in 1935, has at last reached a cheap edition. First published in 1935 at a guinea, it has now been reissued at 12s. 6d.

At this price, the book, running to 500 pages and containing chapters by eighteen acknowledged experts, is a real bargain, as the contents list alone will show :

Before 1835—Prof. Elie Halevy ;
The Social Background : 1835-1935—Dr. J. L. Hammond ;
The Municipal Revolution—Dr. Jennings ;
The Town Council—Lord Snell ;
The Committee System—Prof. H. J. L
The Municipal Service—L. Hill ;
Health of the People—Sir George New
Highways and Transportation—H Morrison, M.P.
Housing and Civic Planning—Sir I Simon ;
The Nation's Schools—Prof. Frank S
Public Libraries—L. Stanley Jast ;
Municipal Museums and Art Galle Sir Frederick Kenyon ;
Police and Public Safety—Dr. H. F
Public Utility Services—Dr. W Robson ;
Relief of the Poor—Dr. Gilbert Slat
Finance of Municipal Government— Stamp ;
Parliament and the Local Authori John Willis ;
Central Control—Dr. W. Ivor Jennin
The Outlook—Dr. W. A. Robson.

As the titles and authors indicat book is a library in a volume, summa all the local government officer need about the development and signifi of the Service to which he is devoti career. Its quality is indicated i glowing reviews it secured on public —" a book no local government offic afford to ignore," " the standard wo the history and practice of reformed government," and so on.

Every officer wishing to make the of his career should have a copy, and branch should acquire one or mo the use of its members. The nu available is limited, so early applicat essential. Obtainable from any seller, price 12s. 6d., or direct fro publishers, Allen & Unwin, Ltd. Museum Street, London, W.C.1. pric including postage.

9 COUNCILS GIVE COST-OF-LIVING BONUS

MANY local authorities have increased the wages of their manual workers to meet the rise in the cost of living, and the following have granted a bonus to salaried officers :

Gateshead C.B.—War bonus of 3½ per cent on salaries below £500 p.a., and on the first £500 of salaries above this figure, for each five points rise in the cost-of-living index, dating from December 1, 1939. The bonus applies to permanent and temporary employees not affected by J.I.C. or other wage scales. Where wages or salaries include emoluments the bonus will be calculated on the total cash payment, and where rations are issued on a cash value basis they will be increased in proportion.

Fifeshire County Council.—Increase of 5s. p.w. to all earning £4 p.w. or less.

Abercarn and Risca U.D.C.—Increase of 4s. p.w. to all employees.

Abertillery U.D.C.—Increase of 4s. p.w. to all employees.

Bedlington U.D.C.—Bonus at rate of 3⅛ per cent on first £300 of salary ; 2½ per cent on next £200 ; and 1¼ per cent on next £500, dating from January 1, 1940. Scheme to be based on the average of the cost-of-living index figure for the preceding six months, to be reviewed each half-year, and to remain in operation so long as the figure remains above 55.

Billingham U.D.C.—Bonus of 7½ per cent to officers with salaries under £300. A bonus of 7½ per cent on the first £300 has also been granted to five officers whose salaries are above that figure.

Cudworth U.D.C.—Bonus at rate of 3⅛ per cent on first £300 and 2½ per cent on next £200, for each five points variation in index, from January 1, 1940. Scale to apply to officials other than clerical staff, to be adjusted on January 1 and July 1 each year, on the average of the index figures for the preceding six months. Emoluments excluded.

Each member of the clerical staff is to receive a special increase of £13 per annum from January 1, 1940, and the position will be reviewed in six months' time.

Skelton and Brotton U.D.C.—Flat rate of 5s. p.w. from January 1, 1940.

Staveley U.D.C.—An increase of 3s. p.w. to all employees.

Abertillery and District Water Board.—An increase of 4s. p.w. to all employees.

RCULARS TO BRANCHES

ie following circulars have been sent branches since November 13:

NOVEMBER.

/NPS/39 (to branch secretaries and l correspondents).—Stating the position members of NALGO Provident ety serving in H.M. Forces.

/GEN/39 (to branch secretaries) — aining Picture Postcard Charity Scheme raising money for the B. & O. Fund.

A/1939 (to branch secretaries and correspondents.—Announcing publi- n of the NALGO Diary, 1940.

A/1939 (to branch secretaries and local spondents).—Announcing that (*a*) the LGO Building Society was prepared onsider applications for further ad- es for repairs, etc., at 5 per cent; The reduction of interest of ½ per in cases of reduced mortgages was e temporarily suspended; and (*c*) tors might withdraw up to £20 on a days' notice.: and stating the position payment of mortgage subscriptions e the income of mortgagee is reduced gh war conditions.

ORG./40. (to Branch Secretaries): Irging branches to appoint reception mmittees to keep in touch with mbers in the Forces;

Drawing attention to the St. Helens d West Ham schemes for looking after financial affairs of serving members;

Referring to the action taken to deal th the rising cost of living, and to a putation to the Minister of Health December 12 on the supplementation war service pay;

HEADQUARTERS' ANNOUNCEMENTS

(*d*) Giving information on the procedure to be adopted when making application to the Military Services (Special Allowances) Advisory Committee;

(*e*) Asking branches to discuss and comment upon the article in the December number of LOCAL GOVERNMENT SERVICE on NALGO's war-time programme;

(*f*) Enclosing a pamphlet on the Nalgo Correspondence Institute's courses for the examinations of the I.A.R.V.O.; and

(*g*) Drawing attention to the arrangements to be made this year for a delegates' meeting in lieu of the normal annual conference.

Reference was also made to the National Savings movement, NALGO menu cards, and the sale of copies of "Ethics for the Officer."

NALGO DIARIES

It is regretted that many members have been inconvenienced this year by the late receipt of their NALGO diaries. Arrangements with the manufacturers—made early in the year—were disorganised by the war. Expecting a falling-off in demand, Headquarters reduced the original order. In the event, however, the demand, while lower than a year ago, was greater than anticipated, with the result that extra supplies had to be obtained at the last moment. All orders have now been completed.

N.B.S. PASSBOOK AUDIT

To facilitate the annual audit of the passbooks of shareholders and depositors in the Nalgo Building Society, and to ensure their return to members with the least possible delay, it is desired that the books be received by Headquarters in accordance with the following scheme:

Metropolitan District—Between **February 5 and 17.**

North Western, North Wales, and North Eastern—Between **Feb. 17 and March 2.**

Yorkshire, East Midland, West Midland, and Eastern—Between **March 2 and 16.**

Remaining Districts—Between **March 16 and 30.**

Each passbook should be accompanied by evidence of Association branch membership. The green card (OR/S. 3), the white receipt (O.R./S.1), or an individual or bulk certificate from the treasurer will be required, unless the investor is not eligible for membership of NALGO.

COST OF LIVING

The average percentage increase in the cost of living index figure over the July, 1914, level for the past six months is:

August ..	55	November ..	69
September ..	55	December ..	73
October ..	65	January ..	74

IMPORTANT DATES.

FEBRUARY 29—Branches to remit all moneys due to Headquarters.

MARCH 1—Last day for receipt of entries for NALGO May Examinations.

Cost of living's up! Salaries can't keep pace in war-time. **So what?—Cut down expenses?** Some, of course, but not **all. Which then?** Cigarettes? **A little, perhaps.** Cinema? **Yes, cheaper seats.** Food? **If consistent with adequate nutrition.** Clothes? **Definitely: newer hats for the wife.** Contributions to

TIGHTEN THAT BELT

the NALGO Benevolent and Orphan Fund? **Heck, no! That would mean unbearable hardship to hundreds of widows, orphans and members who are facing destitution through no fault of their own. Keep up those payments as long as humanly possible!**

Send your gifts to:—

NALGO BENEVOLENT AND ORPHAN FUND

NALGO CENTRE, CROYDE, BRAUNTON, DEVON

BRIGHTEN THE BLACK-OUT AND ADVANCE YOUR CAREER

The war has had no adverse effect on the efficiency of the courses of the

NALGO CORRESPONDENCE INSTITUTE

PRACTICAL TUTORS

Long black-out evenings can be made profitable and interesting. Start reading for the University DIPLOMA IN PUBLIC ADMINISTRATION

Many JUNIORS have time before beginning military service to take a preliminary qualification. Enrol *now* for the *College of Preceptors* Senior Certificate examination.

Write for full particulars from

NALGO CORRESPONDENCE INSTITUTE

NALGO CENTRE, CROYDE, BRAUNTON, DEVON

464 AUTHORITIES NOW MAKING UP PAY

A TOTAL of 801 local authorities, covering 92 per cent of all local government officers, have now reached decisions on the making up of War Service pay. The position at the time of going to press was:

	No.	Per Cent
Making up balance of Civil Pay	464	58
Making qualified payments	260	32
Making no payment ..	77	10

The following list gives the additions to that published in our January number:

ENGLAND AND WALES

Authorities Making Up the Whole of the Balance of Civil Pay

COUNTY COUNCILS.

Cardigan

COUNTY BOROUGHS.

Gloucester

METROPOLITAN BOROUGHS

Paddington Greenwich

BOROUGHS

Berwick-upon-Tweed, Brecon, Eastleigh, Faversham, Gravesend, Halesowen

URBAN DISTRICTS

Canvey Island, Corby, Cudworth, Ely, East Barnet, Heanor, Meltham, Newhaven, Penistone, Ramsbottom, Rickmansworth, Sandown, I.W., Skelton and Brotton, Sutton-in-Ashfield, Tredegar, Ventnor, Walton and Weybridge, Whittlesea

RURAL DISTRICTS

Bromsgrove, Bushey, Chanctonbury, Cheltenham, Enfield, Llantrisant & Llantwit Fardre, Monmouth, North Cotswold, Stockton, Southwell, Uckfield

Making Qualified Payments

COUNTY COUNCILS

Flintshire—MARRIED MEN: Civil pay less army pay and allowances, 10s. 6d. p.w. for food and clothing and the following deductions: first £100 of salary—nothing; second £100—£12 10s.; third £100—£25 10s.; fourth £100—£37 10s.; fifth £100—£50.

SINGLE MEN: Salary up to £300—civil pay less one-third salary, army pay and allowances, and 10s. 6d. for food and clothing; salary between £300 and £500—civil pay less half salary, army pay and allowances, and 10s. 6d. for food and clothing.

Special consideration for single men with dependants. Cases of married or single men earning over £500 to be considered on merits.

COUNTY BOROUGHS

Blackburn—Salary up to £208—full pay less army pay and allowances; between £208 and £260—85 per cent civil pay, less army pay, etc.; £260—£315—80 per cent civil pay less army pay, etc.; £315—£350—75 per cent civil pay, less army pay, etc.; over £350—70 per cent civil pay, less army pay, etc., 10s. 6d. p.w. will be deducted for food, etc.

Applies to men in H.M. Forces only; no employee is to receive a less total than he would have received had his civil pay been the maximum of the next lower division of this scale.

Blackpool—Panel set up to deal with cases of special hardship.

Ipswich—MARRIED MEN AND SINGLE MEN WITH DEPENDANTS: Full salary less service pay, allowances, and deduction for food and clothing; SINGLE MEN WITHOUT DEPENDANTS: 75 per cent. full salary less service pay and deduction for food and clothing.

The following sums will be deducted for food and clothing: Salary under £5 p.w.—10s.; between £5 and £7—12s. 6d.; over £7—15s.

Northampton—MARRIED MEN: Full salary or £4 p.w., whichever is lower, less wife's allowance, one half children's allowance, one half service pay, and £1; provided that the amount granted by council shall not exceed 15s. p.w. to married men without children (20s. in special cases); 22s. 6d. p.w. where there is one child for which allowance is received; and 25s. p.w. where there are two or more children for which allowances are received.

SINGLE MEN: Full salary or £3, whichever is lower, less service pay and £1 p.w. provided that amount paid by council shall not exceed 15s.

Portsmouth—Full salary less service pay and 15s. p.w. for food, etc., provided total does not exceed £251 p.a.

BOROUGHS

Aylesbury—MARRIED MEN: Full salary less service pay.

SINGLE MEN: Half difference between civil pay and army pay and allowances, subject to maximum of £52 p.a.

Basingstoke—Each case on merits.

Crewe—MARRIED MEN: Salary up to £200—balance of civil pay less 10s. p.w. subsistence allowance; salary over £200—balance of civil pay less 15s. p.w., provided net amount is not less than it would have been if his pay had been £200 p.a.

SINGLE MEN: As above, with substitution of two-thirds civil pay for full pay.

SINGLE MEN WITH DEPENDANTS: To receive special consideration.

Grantham—Civil pay less war pay and allowances and 15s. p.w. for food.

Guildford—Men with Forces before Dec. 31, 1939—balance of civil pay; men with Forces from Jan. 1, 1940—balance of civil pay less following deductions:

MARRIED MEN: 15 per cent on first £250, and 25 per cent on salary over £250; SINGLE MEN—35 per cent on first £250 and 50% on salary over £250.

Loughborough—Special committee to consider cases of hardship.

Lowestoft—Each case on merits.

Lymington—EMPLOYEES WITHOUT DEPENDANTS: One-third difference between war pay and civilian salary; EMPLOYEES WITH DEPENDANTS: Civil pay to be made up, less subsistence allowance of 15s. p.w. Applies only to employees receiving £300 or under. Each case to be considered on merit and ratified.

Stourbridge—MARRIED MEN: Pay made up, with limit of £250 and less 10s. for food. SINGLE MEN: Flat rate 10s. p.w. Applies only to employees in service of council on September 1, [illegible]

Wisbech—Each case on merits.

Wokingham—MARRIED MEN: Balance civil pay; SINGLE MEN: 75 per cent civil pay less Army pay.

URBAN DISTRICT COUNCILS

Ashington—MARRIED MEN AND SINGLE MEN WITH DEPENDANTS: 12s. 6d. plus 2s. 6d. p.w. for each child; SINGLE MEN WITHOUT DEPENDANTS: 7s. 6d. Allowance in any case not to exceed 75 per cent of civil pay.

Baildon—Each case on merits.

Bentley—MARRIED MEN, with salary over £250, and SINGLE MEN

BLACKLISTED

The following local authorities have ignored the appeal made by the Ministry of Health for a "fair and reasonable interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization by which they stand and they are paying those employees nothing:

ENGLAND & WALES

COUNTY COUNCILS

Glamorgan Lindsay

COUNTY BOROUGHS

Bolton, Burnley, Merthyr Tydfil, Grimsby

BOROUGHS

Accrington, Clitheroe, Congleton, Darwen, Dunstable, Jarrow, Kidderminster, Maidenhead, Nelson, Newport (I.O.W.), New Romney, Ossett, Poole, Pudsey, Rawtenstall, Saffron Walden, Stamford, Tewkesbury, Todmorden, Wrexham

URBAN DISTRICTS

Ashton-in-Makerfield, Barnoldswick, Barrowfield, Bingley, Brierfield, Carlton, Castleford, Clayton-le-Moors, Ebbw Vale, Frinton and Walton, Gt. Harwood, Hebden Royd, Littleborough, Little Lever, Maltby, Milnrow, Normanton, Oswaldtwistle, Pontypridd, Portland, Poulton-le-Fylde, Rainford, Ripponden, Skegness, Skipton, Thornton Cleveley, Turton, Walton-le-Dale, Washington, West-hough, Wombwell, Worsborough

RURAL DISTRICTS

Bowland, Cardiff, Carmarthen, Congleton, Droitwich, Durham, Easington, Evesham, Garstang, Okehampton, Oswestry, Wadebridge, Wakefield, West Deane

SCOTLAND

Dumfries C.C. Dunfermline B. Lochgelly B.

Officers seeking new appointments will no doubt, keep these authorities clearly in mind.

WIDOWERS WITH DEPENDANTS, with salary not over £170: Balance of civil pay less 10s. p.w. subsistence allowance. All other cases on merits.

Braintree and Bocking—Balance of civil pay less 10s. p.w. subsistence allowance.

Bromsgrove—Each case to be considered on merits.

Crewkerne—Each case on merits.

Crook and Willington—As Durham C.C.

Darlaston—MARRIED MEN: Salary under £200—balance of civil pay; salary between £200 and £500—war pay made up to 75 per cent civil pay; salary over £500—war pay made up to two-thirds civil pay. Provided that no married man shall receive a less total sum than he would have received had his salary or wage been the maximum of the next lower division of the scale; UNMARRIED MEN WITH DEPENDANTS AND CASES OF PARTICULAR HARDSHIP: Each to be considered on merits; UNMARRIED MEN WITHOUT DEPENDANTS: Half civil pay less Army pay and allowances, provided payment does not exceed £50.

Earby—Each case on merits.

Farnham—MARRIED MEN WITH CHILDREN: Balance of civil pay; MARRIED MEN WITHOUT CHILDREN: Service pay made up to two-thirds civil pay; SINGLE MEN: Service pay made up to one-half civil pay. In all cases less 10s. p.w. subsistence allowance.

Holmfirth—Each case on merits.

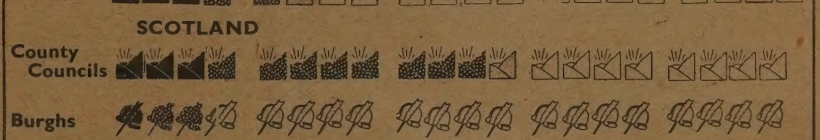
Horncastle—Each case on merits.

Matlock — SINGLE MEN: Salary not exceeding £120—60 per cent of difference between service pay and salary; salary exceeding £120 p.a.—50 per cent of the difference between service pay and salary; MARRIED MEN: No decision, as none at present affected.

HOW AUTHORITIES ARE MAKING UP SERVICE PAY

ENGLAND AND WALES

SCOTLAND



Each symbol represents 5 per cent of authorities

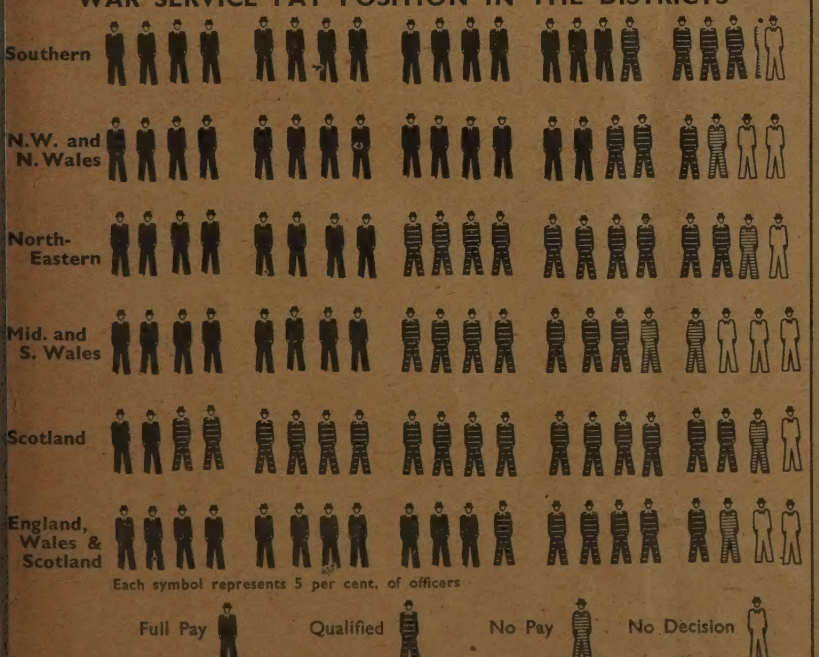
Full Pay Qualified No Pay No Decision

Ormskirk—Each case to be considered on merits.

Rawmarsh—Salaries under £200—four-fifths salary less service pay; over £200—each case to be considered on merits.

Redditch—MARRIED MEN: Balance of civil pay less superannuation contribution and 10s. 6d. p.w. for subsistence and subject to maximum total payment of £300 p.a.; UNMARRIED MEN WITH DEPENDANTS: Each case to be considered on merits; UNMARRIED MEN WITHOUT DEPENDANTS: Five-eighths of civil pay, less war pay and allowances, superannuation contribution, and 10s. 6d. p.w. subsistence allowance, and subject to maximum of £50 p.a.

WAR SERVICE PAY POSITION IN THE DISTRICTS



Each symbol represents 5 per cent. of officers

Full Pay Qualified No Pay No Decision

Sedgeley—MARRIED MEN: Salary up to £200—balance of civil pay; with salary between £200 and £500 p.a.—three-quarters civil pay, less war pay and allowances; UNMARRIED MEN WITH DEPENDANTS OR PARTICULAR HARDSHIP: Special consideration; WITHOUT DEPENDANTS: Half civil pay, less army pay.

Sheerness—MARRIED MEN: 75 per cent of civil pay less war pay and allowances; SINGLE MEN: 40 per cent of civil pay less service pay and allowances. Provided that in no case shall normal civil pay be exceeded and that no employee shall receive less than 6s. p.w.

Shipley — MARRIED MEN, WIDOWS, WIDOWERS, AND SINGLE MEN WITH DEPENDANTS: with salary under £250—four-fifths civil pay less service pay and allowances. All other cases to be dealt with on merits.

Spenborough—As West Riding C.C.

Stanley (Yorks)—MARRIED MEN: Four-fifths civil pay, less war pay and allowances; SINGLE MEN: Three-fifths civil pay, less war pay and allowances.

Staveley—MARRIED MEN: Civil pay, subject to maximum of £300, less war pay and allowances; SINGLE MEN: Civil pay, subject to maximum of £170, less war pay and allowances. Special consideration for cases of hardship.

Swanage—Balance of civil pay, subject to liability of council not exceeding £3 p.w.

Welwyn Garden City—MARRIED MEN: Balance of civil pay less 10s. p.w. subsistence allowance; SINGLE MEN: Each case to be considered on merits.

Provided that no officer receives more than £400 p.a. including service pay; officers earning £3 p.w. or under receive full balance of civil pay; and officers earning over £3 p.w. receive balance of civil pay where deduction of subsistence allowance would reduce aggregate amount received to under £3 p.w.

Withernsea—Balance of civil pay where salary does not exceed £2 p.w. In other cases 10s. p.w. subsistence allowance will be deducted.

RURAL DISTRICT COUNCILS.

Ampthill—MARRIED MEN: Balance of civil pay; SINGLE MEN: Each case to be considered on merits.

Biggleswade—Each case on merits.

Blaby—Special committee to consider cases of hardship.

Chesterfield—Each case on merits.

Dorking and Horley—Each case on merits.

Fylde—Each case on merits.

Hambledon—MARRIED MEN: Each case on merits; SINGLE MEN: No payment.

Loddon—Balance civil pay less 15s. p.w. subsistence allowance.

Marshland—Each case on merits.

Morpeth—MARRIED MEN: Balance of civil pay; SINGLE MEN: Half difference between civil pay and war service pay. Cases of hardship to receive special consideration.

Pocklington—Each case on merits.

Repton—Each case on merits.

Settle—A committee to consider cases of hardship.

West Kesteven—Each case on merits.

OTHER AUTHORITIES.

River Severn Catchment Board—First six months, balance of civil pay. Thereafter: MARRIED MEN: Below £300—balance of civil pay; between £300 and £400—pay made up to five-sixths civil pay; between £400 and £500—pay made up to four-fifths of full salary; over £500—pay made up to three-quarters full salary.

Provided that no married man receives less than the maximum of the next lower division of scale.

SINGLE MEN WITH DEPENDANTS: Each case to be considered on merits; SINGLE MEN WITHOUT DEPENDANTS: Half full salary less war pay and allowances.

River Trent Catchment Board—MARRIED MEN: Service pay and allowances made up to five-eighths civil pay, with minimum of £2 10s. p.w. or actual civil pay, whichever is the less, and a maximum of £5 p.w.; SINGLE MEN: 5s. p.w. where civil salary would not be exceeded, and subject to maximum of £5 p.w.

West Midlands Joint Electricity Authority—MARRIED MEN: Below £250 p.a.—civil pay less war pay and allowances and 10s. subsistence allowance; over £250—difference between £250 and war service pay and allowances and 10s. subsistence allowance; SINGLE MEN WITH DEPENDANTS: Each case on merits.

West Riding Rivers Board—Same as West Riding C.C.

SCOTLAND

Authorities Making up Whole of the Balance of Civil Pay

Inverness B.

Making Qualified Payments

COUNTY COUNCILS

Argyll—Scottish Whitley Council scale, except that cases of single men with dependants will be considered on merits.

Berwick—Each case on merits.

Kincardine—Men called up to receive balance of civil pay; volunteers to receive no payment except in cases of hardship.

Midlothian—Half civil pay in addition to war pay.

Ross and Cromarty—Each case to be considered on merits.

Roxburgh—No payment except in hardship cases.

Selkirk—Each case on merits.

TOWN COUNCILS

Motherwell and Wishaw—Scottish Whitley Council scale.

Oban—Scottish Whitley Council scale, except that cases of single men with dependants will be considered on merits.

Paisley—MARRIED MEN: Balance of civil pay; SINGLE MEN: Each case to be considered on merits.

Perth—Scottish Whitley Council scale.

Stirling—MARRIED MEN: 50 per cent of difference between Army and civil pay; SINGLE MEN WITH DEPENDANTS: Scale being prepared; SINGLE MEN WITHOUT DEPENDANTS: 40 per cent of civil pay.

AMENDMENTS TO PREVIOUS LISTS

COUNTY COUNCILS.

Berkshire—MARRIED MEN: Balance of civil pay; SINGLE MEN: 75 per cent of civil pay less Army pay; other cases to be considered on merits.

East Sussex—To make up balance of civil pay.

Montgomery—To make up balance of civil pay.

North Riding—MARRIED MEN: Salary up to £250—balance of civil pay; between £250 and £405—war service pay made up to five-sixths civil pay; between £405 and £500—war service pay made up to four-fifths civil pay; over £500—war service pay made up to three-quarters civil pay.

Provided that no man shall receive less than he would have received had his salary been at the maximum of the next lower division of the scale.

UNMARRIED MEN WITH DEPENDANTS: Each case to be considered on merits; UNMARRIED MEN WITHOUT DEPENDANTS: War service pay made up to half salary.

COUNTY BOROUGHS.

Brighton—Previous resolution to make up civil pay rescinded and following adopted: MARRIED MEN: Balance of civil pay less 10 per cent of civil pay or one half excess of civil pay over £2 14s. p.w., whichever is the less, for subsistence (where salary is £2 14s. p.w. or less, no deduction for subsistence); all other employees (including widowers), half balance of civil pay, provided that amount paid by the council does not exceed £2 p.w. Does not apply to employees entering the service of council after outbreak of war.

Burton-on-Trent—Officers enlisting on or before Dec. 13, 1939—war pay made up in full; employees enlisting after Dec. 1939—war pay made up in full, subje to the following conditions and exce tions: (*a*) To apply only to permane employees; (*b*) SINGLE MEN WITHO DEPENDANTS: Maximum payment of p.w.; SINGLE MEN WITH DEPENDAN to be dealt with on merits; (*c*) Employe marrying after enlistment to rece allowance payable to single men.

Rotherham—MARRIED MEN: Civil p less war pay and 10s. p.w. subsisten allowance. SINGLE MEN: Civil p less war pay and 15s. p.w. subsisten allowance, subject to maximum gra of £1 p.w. SINGLE MEN WITH DEPE DANTS: Special consideration.

BOROUGH COUNCILS

Brighouse—Previous decision not to ma up pay rescinded and following adopte MARRIED MEN: Balance of civil pa SINGLE MEN: Balance of civil pa subject to maximum of 10s. p.w SINGLE MEN WITH DEPENDANTS: Spec consideration when grant of 10s. p. leaves total income lower than civil pa

Buxton—Previous decision to make civil pay has been rescinded and t following recommendations adopt from February 1: Men earning sala up to £300—balance of civil pay l 10s. p.w.; MARRIED MEN WITH CHIL REN OR DEPENDANTS, and SINGLE M WITH DEPENDANTS: Service allowance f children or dependants (except wife's lowance) to be ignored; Men earning sala over £300—individual consideration.

Cambridge—Permanent employees enteri the Forces after Sept. 13, 1939—Differen between civil pay and Army pay a allowances less 14s. p.w. (indoor sta and 7s. p.w. (outdoor staff) subsisten allowance; employees entering For before Sept. 13, 1939—balance of civil pa

Cheltenham—Balance of civil pay less 1 p.w. subsistence allowance for single m

Colchester—Balance of civil pay less follo ing deductions for subsistence: Sala under £5 p.w.—10s.; between £5 a £7—12s. 6d.; over £7—15s.

URBAN DISTRICT COUNCILS

Penge—Delete from Borough Counc list and place among U.D.Cs.

Thornton Cleveleys—Previous resolution make up civil pay rescinded. Coun will now make no payment.

RURAL DISTRICT COUNCILS

St. Thomas—Balance of civil pay less 10s. p.w. subsistence allowance and sup annuation contributions.

Meriden—Delete from list of authorit making up pay.

SCOTLAND

COUNTY COUNCILS

East Lothian—Each case on merits.

BURGHS

Hamilton—Scottish Whitley Council sca

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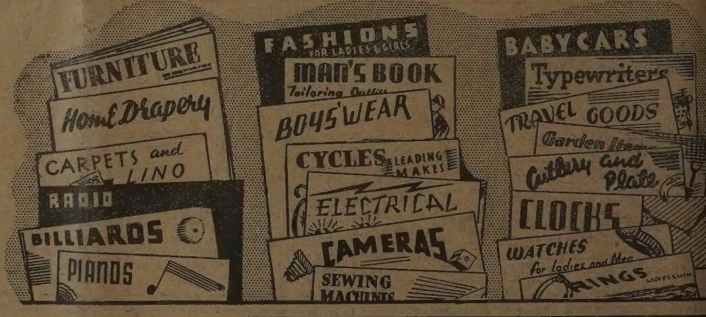

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